

ALL HANDS

NOVEMBER 1979

in this issue:

Interview with
MCPON Crow
50th Anniversary of
Byrd's So. Pole Flight





USS Spartanburg County (LST 1192) with the U.S. Capitol barely visible under her bow, is tied up to the pier in Alexandria, Va., during a visit to the Washington, D.C. area. Spartanburg County held open house during the recent port call. (Photo by JO2 R. Rucker.)



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ALL HANDS

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Front: Master Chief Petty Officer of the Navy Thomas S. Crow, who recently took over the office from MCPON Walker. The new MCPON discusses some of the things which concern him and other senior enlisted people in today's Navy. See page 18. Photo by PH1 Jim Preston

Back: Artist Bob Gebing's tribute to the Navy's famous Arctic and Antarctic explorer, RADM Richard E. Byrd, see page 6. Gebing is with Navy Publications & Printing Service's Graphics-Design Management Branch in Washington, D.C.

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Currents

Federal Employee Parking Charges



The Office of Management and Budget (OMB) has issued its directions in OMB Circular A-118 that federal employees be charged for parking at many executive branch installations (of which DOD facilities are one type). The parking fees will be charged at some federal facilities, generally in the most populated areas around the country. Charges are now slated to begin Nov. 1, 1979. This "pay-to-park" policy is a result of executive direction to encourage pooling in private vehicles and greater use of mass transit. The parking fees, still being determined by appraisals of commercial rates being charged in similar situations in each locale, will become effective in two stages. One-half of the prevailing rate will be levied when the program starts Nov. 1, with full costs being assessed after Oct. 1, 1981. No fees will be charged where the fair value of parking spaces is below \$10 per month. The program will be published in directive form when the details become firm.

Nation Faces Test of Will Says Admiral Hayward



Chief of Naval Operations Admiral Thomas B. Hayward told the American Legion National Convention, "Today we are facing a major test of our national will." He used those words to drive home his points to the 4,000 convention delegates assembled to hear the conclave's feature address in Houston, Texas, recently. He said the United States must decide what is of utmost importance, telling listeners, "My concern—and it should be yours—is just where does national security fall within the order of our priorities?" He asked, "How firm is our resolve today? How staunch is our will?" Focusing on the state of the U.S. Navy, ADM Hayward told the legionnaires that our nation must maintain a Navy second to none. He told his listeners ours is the best Navy in the world today, citing new ships and planes making it even better. Balancing his enthusiasm for today's fine Navy, ADM Hayward next discussed the Soviet navy, its goals, and how we must be willing to compete with its buildup in the future. After describing the present situation, and projecting future trends, ADM Hayward posed a final question, asking, "Which country has a greater need for maritime superiority—the world's greatest continental power, or this nation, whose avenues of commerce, access to allies and economic livelihood are so heavily dependent on uninhibited use of the seas? The answer is obvious...." ADM Hayward closed by calling on the legionnaires to be the catalyst that reawakens the American will—the catalyst that will ensure we will always have a Navy second to none.

Female Aviator Assignment Policies



The current policy governing assignment of female officer and enlisted personnel to aviation billets is contained in NAVOP 120/79. A previous instruction (SECNAVINST 1300.12 of April 18, 1979) allows women to "...land on flight decks under conditions permitting temporary duty on naval vessels... as crew members or passengers in aircraft engaged in training or support," which will not expose them to combat situations. The instruction further provides for permanent duty assignment to squadrons flying support aircraft, and to shore duty combat aircraft squadrons in billets not requiring women assigned to fly combat missions. In accordance with this guidance, NAVOP 120/79 provides that female personnel may be assigned to force support and training squadrons (i.e., HC, VQ-3, VQ-4, FRS, VC, VAQ-33, VR, VRC, VRF, VX, VXE, VXN, VT and VFP shore component). Non-flying support billets are available in shore-based combatant aircraft squadrons (i.e., VP, VQ-1, VQ-2). In conjunction with these assignments, Navy women can: fly carrier on board delivery (COD) flights, carrier qualifications, deploy to auxiliaries as members of HC detachments, and perform TAD assignments for training or other professional development aboard any ship not expected to be assigned a combat mission while they are aboard.

1980 "Jane's Fighting Ships" Warns of Naval Balance Shift



In the foreword to the authoritative *Jane's Fighting Ships* released in England last week, Editor John E. Moore says Soviet naval advances and other developments place the non-communist nations of the world in a precarious position in the coming years. The foreword to this annual book reports on naval developments involving major powers, blocs of countries, and important areas of the world such as the Mediterranean, Latin America and the Pacific. Ships now being planned will serve into the 2015-2020 era, Moore points out, complicating the various considerations that go into their planning and construction. There are significant capabilities in the U.S. Navy to counter Soviet developments—like their new 32,000-ton *Sovietsky Soyuz*-class ships, described as "battle-cruisers"—according to Moore, who is a retired Royal Navy captain and former Deputy Director of British Naval Intelligence. He cites U.S. computer designs and the capabilities they give new aircraft, like the F-14 *Tomcat* and A/F-18 *Hornet*, as some of these advances. Moore discusses developments such as new hull designs which may enable helicopters to fly from ships as small as 500 tons, power plants, along with new, simplified, more effective and dependable weapons systems as attractive paths for allied navies to explore. With 50 percent of Western naval budgets going to personnel costs, as compared to figures one-fourth that amount for the Soviet navy, the *Jane's* foreword suggests automation and simplification, swapping capital spending for people, as cost-cutting alternatives for the United States and its allies. The Soviet navy has grown beyond merely defensive requirements, Moore says. "The West remains dependent on worldwide sea routes, but has surrendered a large part of its capability to defend and watch over them," he concludes.

CNO States Policy On Racist Organizations

Chief of Naval Operations Admiral Thomas B. Hayward stated his policy on racist organization activity in the Navy in a recent memorandum to flag officers, unit commanders, commanding officers and officers in charge. The Navy's senior officer emphasized that the team-oriented spirit of commands cannot be allowed to be damaged by the racist activities of a few. Activities of Navy people or groups that disrupt loyalty, discipline or morale, or which interfere with accomplishing the military mission of a unit, are clearly unacceptable, the CNO said. Commanding officers were told by ADM Hayward they can: prohibit meetings of racist organizations and solicitation of new members within Navy commands, prevent distribution of racist literature and materials, refuse to allow wearing of Navy uniforms at off-base activities involving advocacy of racist objectives, and make establishments which are focal points of racist activities off-limits. Such decisions must respect members' first amendment constitutional guarantees however. The admiral called equal opportunity more than just a social goal, stating, "prejudice and preparedness are incompatible."

Enlisted Advancement System Update



Policy changes affecting the enlisted advancement system have been announced during the past few months, and several points concerning these policies are addressed in detail in a recent NAVOP message. Performance mark requirements for E-3s, modified by NAVOP 107/79, cancelled requirements for the July 31, 1979, E-3 evaluation. To accommodate this change, performance mark averages for active duty E-4 candidates (September 1979 cycle 84 test) will include all E-3 evals received between Jan. 1, 1979, and Aug. 31, 1979, instead of the March 1, 1979, through Aug. 31, 1979, span as previously announced in BUPERSNOTE 1418 of July 6, 1979. Although length of service requirements have been eliminated as a minimum requirement for participation in promotion exams for active duty people, the total active service (TAS) and other active service (OAS) must be entered in blocks 15 and 16 of each exam answer sheet (NETPDC 1430/2). Final multiple scores are still calculated to recognize total length of service, the sum of TAS and OAS, as a factor. Those who delete this information will lose points they otherwise may have coming to them. NAVOP 62/79 told E-8/9 candidates they would retain board eligibility for three consecutive boards following successful participation in a single exam. However, candidates eligible for consideration by the March 1979 (active) or April 1979 (inactive) E-8/9 boards, but who were not selected, must have their eligibility revalidated each year. This requires their commanding officer's recommendation on a completed worksheet (NAVEDTRA 1430/2). In addition, an exam answer sheet (NETPDC 1430/2) completed as directed in NAVOP 62/79 must be submitted via registered letter of transmittal to NAVEDTRAPRODEVCEEN, Pensacola, Fla. Failure to revalidate eligibility or to achieve eligibility on an E-8/9 test will prevent a person from being considered by the March 1980 (active) or April 1980 (inactive) E-8/9 boards. All E-7 candidates must continue to participate in E-7 exams on an annual basis. Details of these policies are contained in NAVOP 123/79 of August 1979.

SWOs Sought for Saudi Advisory Roles

Surface warfare lieutenants (junior grade), lieutenants and lieutenant commanders are being sought to serve as advisors to the Saudi Arabian navy, helping that nation's navy develop its infrastructure. Eighteen-month, accompanied tours—some as early as this fall—are available. Officers selected can expect guaranteed home ports for their next assignments (pre-SWOS department head officers will get their guaranteed home ports after completing SWOSCOLCOM). Interested officers may apply for screening (regardless of current rotation date) by message to COMNAVMILPERSCOM Washington, D.C. (Attn: NMPC 412) or by calling their detailer (AUTOVON 291-6013).

PCS Household Information



According to ALNAV 71/79, the normal seasonal move problems created by heavy fall demands on moving companies are having greater impact than usual. Trucking strikes and energy shortages are pegged as the culprits. A number of steps have been suggested for military people making PCS moves this fall. Foremost among the suggestions is contacting household goods transportation offices as soon as a member has orders or a letter of intent to issue orders. A phone confirmation of orders is not enough for household goods offices to process a move request. In addition to the actual moves, storage problems, both at origin and destination, are being encountered. Both problems—moving and storage—are best countered by giving household goods people the maximum amount of time to make necessary arrangements. A number of suggestions are offered in ALNAV 71/79 for members and dependents traveling by private vehicles, including travel during daylight hours on major highways, sources of information on fuel availability, and other innovative ideas for military travelers. Of special note, Military exchange gas stations have been instructed to ignore local restrictions (odd-even, purchase limits, etc.) when the PCS traveler presents proof of status (a copy of orders with detachment and reporting dates). All members traveling on PCS orders this fall are strongly urged to read and record the vital information included in ALNAV 71/79 for up-to-date information that will help make their moves smoother.

In Brief . . .

SRB Changes Announced . . . Latest selective reenlistment bonus levels—amendments to OPNAVNOTE 1133 of July 26, 1979—have been announced. See NAVOP 118/79 for a complete list of new eligibilities and changes to previous SRB levels.

New mail address for CHAMPUS . . . There's a new address for the Office of the Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS). CHAMPUS claims should now be sent to: OCHAMPUS, Aurora, Colo. 80045. They were previously sent to Denver, Colo. Although the old address will still eventually get mail to CHAMPUS, using the new one will help ensure more timely response.

RADM BYRD

All his followers were volunteers

Although he insisted that the only way to explore the unknown was on foot, the mere mention of Richard E. Byrd brings into focus visions of aircraft flying over the vast white wastelands of Antarctica. It was by use of air power as an exploratory tool—more so than sled and dog teams—that Admiral Byrd found his niche in history.

Member of a prominent Virginia family, Richard Evelyn Byrd Jr. was born on Oct. 25, 1888, in Winchester. He attended Shenandoah Military Academy, Virginia Military Institute and the University of Virginia before gaining an appointment to the Naval Academy from which he was graduated with the class of 1912 (63 in a class of 156).

Older than most of his classmates, he saw duty in the battleship *Wyoming* for a year, followed by brief tours in the battleship *Missouri*, the armored cruiser *Washington* and the dispatch ship *Dolphin*. That his career would be a cut above the ordinary became evident when he twice performed rescues of drowning victims while aboard *Washington*.

Byrd was, however, to know setbacks early in his chosen career. In March 1916 he suffered a leg injury which brought about mandatory retirement in the rank of lieutenant (junior grade). But he was back in two months (restricted from long watches) as an instructor with the Rhode Island Naval Militia, followed by duty with the Bureau of Navigation—forerunner of today's Naval Military Personnel Command—as an organizer of the Commission on Training Camps.



The explorer in the Antarctic in 1930 with his dog, Igloo.

He took flight training at Pensacola under Walter Hinton (see "Walking Textbook on Early Flight" in the August 1979 *All Hands*) and was designated Naval Aviator 608. Byrd then went to Canada—a move he would later regret—in command of all American naval air forces there, including the air stations at Halifax and North Sydney in Nova Scotia.

With the end of the World War, he returned to Washington and got in on the ground floor of the planning for the first trans-Atlantic flight in history—the now famous flight of the NC-4 (see April 1979 *All Hands*). His job was to plan the navigational end of the flight and devise aerial navigation instruments.

He accompanied the flight to the true departure point at Newfoundland, fully expecting to continue as navigator of the NC-4. But at the last minute, a hitch surfaced—by order of the Secretary of the Navy, those with previous overseas duty were barred from the flight. Nova Scotia—in those days—was considered overseas duty; Byrd lost this spot in the history books but he wouldn't miss many more.

Two years later, in 1921, he was ordered to England to help with aerial navigation of the RZ-2, an ex-German dirigible. During a practice flight—which Byrd missed because he was late for takeoff—the RZ-2 exploded. Soon thereafter, Byrd returned to the United States.

After establishing Naval Reserve air stations in Chicago and Boston, he organized and commanded the Navy Flying Unit of the Navy-MacMillan polar expedition to Greenland in 1925.

The experience of flying over sea ice and glaciers in west Greenland fired his imagination and it wasn't long before Byrd was back in Washington with another request: Lieutenant Commander Byrd desires leave of absence to lead an "Aviation Arctic Expedition" to reach the North Pole by air. Permission granted.

On May 9, 1926, Byrd—acting as navigator—and his pilot, Chief Machinist's Mate Floyd Bennett, flew the 1,360 miles from Spitsbergen, an



island 275 miles east of northern Greenland, over the North Pole and back, completing in fifteen and a half hours what man had taken centuries to achieve. Their only trouble was a minor oil leak from the starboard engine of the tri-motor Fokker airplane. By order of Congress, both men were awarded the Medal of Honor, and by special act, Byrd was promoted to commander on the retired list.

Restless is the only word to describe Byrd. Within five months, he and four others flew a large plane 4,100 miles across the Atlantic. Because of poor weather on arrival, they were forced to ditch the plane in the surf at Val-sur-Mer on the coast of Brittany, France. Returning to the states, he learned the sad news that his beloved friend, Bennett, had died of pneumonia, at the age of 38, on the eve of their planned expedition to the Antarctic.

With large financial backing from Edsel Ford and John D. Rockefeller Jr., the polar explorer was able to interest Americans in contributing to the expedition (which cost approximately \$400,000) in days when a dollar was a dollar.

Byrd was not the first to use an airplane in the Antarctic. That distinction fell to Britain's George Hubert Wilkins, who used one on the

Above: Byrd checks the sextant that he used during his 1926 polar flight. Right: The explorer with Charles Lindbergh in 1927; Byrd taught the "Lone Eagle" how to navigate over water.



RADM BYRD

continent in 1928 just before the arrival of Byrd's expedition.

In December 1928, Byrd established his base camp—Little America—on the Ross Ice Shelf. The expedition soon discovered a large range of mountains which they named the Rockefeller Mountains and a large area of hitherto unknown territory beyond those mountains which became known as Marie Byrd Land, named after Byrd's wife.

A member of that 1928 expedition—and all subsequent expeditions—was an Eagle Scout named Paul Siple who was

picked to represent all the Boy Scouts of America. Paul Siple was to end up years later as Dr. Siple, in charge of all U.S. scientists on the White Continent.

Although he was automatically associated by others with the use of aviation as an arm of exploration, Byrd did not agree with the famous explorer and discoverer of the South Pole, Norway's Roald Amundsen (Dec. 14, 1911), that the airplane would take over the work from the man on the ground. Byrd countered that modern achievements should supplement traditional methods that would always

result in more accuracy and certainty. Therefore, all of Byrd's expeditions included dog teams; later American land parties would use tracked vehicles instead of dog teams.

It was on Nov. 28-29, 1929, that Byrd and three others made the famous 19-hour flight from Little America to the South Pole and back in their Ford Trimotor, aptly named the *Floyd Bennett*. No mishap occurred; it was a routine flight, although at one point, they had

A moment of nostalgia—Byrd smokes his 12-year-old pipe and tobacco (at Little America in 1947) on his return to the Antarctic after WWII.



to jettison cargo in order to lighten the plane, piloted by Bernt Balchen.

Within days, by special act of Congress, he was designated a rear admiral on the retired list.

Relieved of all active duty in October 1931, he undertook two more Antarctic expeditions (1933-35 and 1939-41) with the steamer *Bear* as his command ship.

It was during that 1933-35 expedition to Little America that the polar explorer-aviator almost lost his life. His plan was to spend seven months alone in a hut at a weather station called Bolling Advance Base. About 123 miles south of the main camp, he lived alone against the elements. Temperatures during the Antarctic winter dropped as low as minus 76° F. He kept in radio contact with the main camp but after a time, it became obvious that he was sick and, although he never called for help, a rescue party from the main camp showed up in the nick of time. After four and one-half months—from March 29 to August 10, 1934—the admiral was desperately sick from gas fumes and malnutrition, as well as frostbite.

It was Byrd's most controversial exploit. But those who accuse him of displaying bravado just didn't know Richard Byrd.

During the 1933-35 expedition, he was named commander of the U.S. Antarctic Service, charged with making discoveries of mountain ranges and other topographical features.

His service in World War II involved assisting the War Department in the development of cold weather clothing and he later reported for duty in the office of Admiral Ernest J. King. He headed a special board in 1942 which located and hastened the construction of advance bases for the fleet in the South Pacific. He also undertook a special mission to Europe and two more to the Pacific.

You had to be there in 1946-47 to



Above: The explorer on his '47 flight over the South Pole. Right: Paul Siple during Operation High Jump; the front of his jacket bulges with extra gear used on the trail.

RADM BYRD

witness the avalanche of special request chits from fleet sailors trying to land a slot in Operation High Jump—Byrd's 13-ship expedition to the Antarctic, headed by the carrier *Philippine Sea*. His name was magic; wherever he chose to go, thousands wanted to be with him. At age 58, he fired the imaginations in others as fiercely as he had when he was 37 and still dreaming of conquering the North Pole by air.

With Byrd in charge, men and planes of Operation High Jump discovered and mapped 537,000 square miles of the Antarctic. The admiral made a second flight over the South Pole during High Jump.

The admiral served temporarily in the

*Right: The penguin rookery at Cape Hallett.
Below: An early photo of the Navy's main
station at McMurdo on the Ross Sea.*





Office of the Chief of Naval Operations following Operation High Jump, helping with international refugee relief.

Designated Officer in Charge, U.S. Antarctic Programs, the admiral started and accompanied Operation Deep Freeze to Little America V in 1955-56. (Byrd made his final flight over the Pole on Jan. 8, 1956.) Soon, the Navy moved from Little America (it was drifting slowly out to sea) to McMurdo Sound—the main base it occupies today.

Seven men of Air Development Squadron Six (VX-6), with Rear Admiral George Dufek, landed a twin-engine R4D (military version of the DC-3), named the *Que Sera Sera*, at the South Pole on Oct. 31, 1956. This was the initial flight—bringing in radar reflectors—for the construction of the original station at South Pole, or 90 degrees South. (See *All Hands*, November 1977).

From McMurdo, the Navy and its Seabees fanned out across the continent at the beginning of the International Geophysical Year (1957-58) to build the "Seven Cities of Antarctica," stations to be used by American scientists during the exploration year.

Of course, the Geophysical Year was extended and the cooperation of the 13 nations involved set the stage for the continued peaceful exploration and

scientific investigation of the White Continent. The Navy, initially led by Admiral Byrd, continues its support of science in Antarctica year after year.



To some, Admiral Byrd may have been a bit too flashy—any such charge would have to be true—he was a master at public relations. Actually, he was no different than any other explorer. To get the job done took cash and cash could be had by making others know what one was doing. He had a name and he used it and, it must be remembered, much of his fund raising took place during the lean, depression years of the 1930s. Expeditions on a scale such as his Arctic and Antarctic endeavors were

The guided missile destroyer USS Richard E. Byrd (DDG 23). Below: The admiral in later years.

expensive affairs, especially if they were to succeed.

Byrd was a man who had his eye set on certain goals and, like any successful man, his determination never wavered. In his book, *Alone*, he described his experience at Bolling Advance Base during the Antarctic winter of 1934. But more than that, he described his concern for others. He was a simple, honest man, devoted to his family and the welfare of others.

There is no doubt that men trusted and followed him; he was a natural leader and he inspired those around him. He was cited no less than 20 times for bravery and outstanding conduct; all his followers were volunteers.

Rear Admiral Richard E. Byrd Jr. died in Boston, Mass., at age 68, in March, 1957, just three weeks after receiving his final award, the Medal of Freedom.

Today, there are reminders of this man. His sightless marble bust looks out today over the Ross Sea at McMurdo; his plane—the *Floyd Bennett*—is on view at the Henry Ford Museum, Dearborn, Mich., but then there is the greatest reminder of his impact on the world and the Navy: the entire Antarctic Continent.—JFC ↓

Invitation to a Rose Festival

STORY BY JO1 JERRY ATCHISON
PHOTOS BY JO1 JERRY ATCHISON
AND PH2 PAUL FEIN

When Portland, Ore., unabashedly proclaims it's having a love affair with the U.S. Navy, you don't try to explain it. You just sit back, relax and let Portland prove it's serious.

More than 3,500 sailors from 10 Navy ships recently had that enviable opportunity. And many Oregonians, watching the ships leave after a five-day port visit, were secure in the knowledge they'd won a lot more sailors over to the "Portland's-the-best-liberty-in-the-States" club.

The occasion was the 71st annual Portland Rose Festival held this summer. In addition to the Navy ships, the 19-ship Rose Festival Fleet also included ships from the Coast Guard, the Canadian Navy and a Republic of Korea training ship.

Although Portland is a deep water port, it lies 110 miles from the ocean. The ships would travel up the Columbia River, passing between the rugged mountains and sweeping forests that have made the Pacific Northwest famous. They would stop at the river's mouth at Astoria, Ore., where they would embark about 800 Portland area residents for the nine-hour ride up the river.

If any group of sailors was ever ready for liberty, it was these 3rd Fleet sailors who were coming off a round of intensive exercises conducted in the North Pacific.

Vice Admiral Kinnaird R. McKee, Commander 3rd Fleet, had his own thoughts on the visit:

"They have looked forward to coming to Portland and to being involved in everything going on. I guess what they want to do is see if the legend is true, and it is. Portland has the prettiest weather, the prettiest girls, the nicest festival and the best liberty port on this or any other coast," he said.

There was, however, one note of skepticism. One lieutenant allowed as how he'd been to the Northwest before, but didn't have a very good time.

"I came out here three years ago with the Navy football team to play Washington," he said. "We lost, unfortunately. I think I'll enjoy this visit a little bit more."

Before dawn Thursday morning, a crowd of civilians milled about a charter fishing boat dock in Astoria. Occasionally, a youngster would detach from the group and peer into the drifting fog on the Columbia River. Out where the Columbia dumped her waters into the Pacific, eight U.S. Navy ships slowly made their way toward Astoria. (*USS Roanoke* (AOR 7) and *USS Hamner*

(DD 718) had entered port the preceding day).

As the sun rose and burnt through the fog, word was passed to climb aboard the charter boats that would ferry the group to their host ships.

"It's pretty exciting," one young woman said. "You're able to experience

The Rose Festival Fleet

United States Navy

USS Kinkaid (DD 965)
USS Florikan (ASR 9)
USS Roanoke (AOR 7)
USS Bronstein (FF 1037)
USS Stein (FF 1065)
USS Oldendorf (DD 972)
USS Hewitt (DD 966)
USS Hamner (DD 718)
USS Albert David (FF 1060)
USS Flasher (SSN 613)

Coast Guard

USCGC Munro (WHEC 724)
USCGC Yocona (WMEC 168)

Canada

HMCS Terra Nova (DDE 259)
HMCS Chaleur (PFL 164)
HMCS Thunder (PFL 161)
HMCS Gatineau (DDE 236)
HMCS Fundy (PFL 159)
HMCS Chignecto (PFL 160)

Republic of Korea

Training ship *Hanbada*



Rose Festival

all these huge, gigantic *boats*. And you get to see a little bit of what the Navy's all about.

"Besides, I think sailors are a particular breed of men. They're exciting, adventurous," she said.

A Portland businessman had his own idea: "Portland loves the Navy because

Right: A Navy color guard and a U.S. Navy band lead off the annual Rose Festival Parade through downtown Portland. Below: USS Kinkaid (DD 965) receives a Portland greeting that includes fireboats, pleasure craft and crowds lining the bridges and shore. Opposite page: The spirit of Portland included a Rose Festival sticker on a policeman's gun.



they come right into the heart of the city, moor at the sea wall and liven up the Rose Festival Association parades and Rose Festival week."

"I couldn't believe all the people who turned out to watch the ship go up river," a *Bronstein* seaman apprentice said. "There were all these people out in small craft waving as they followed the ships in. And there were others who had stopped their cars along the highway and were waving and shouting at us."

"These are my kind of people," added another.

At least one third class petty officer found it all a bit disconcerting. "People

rushed up to us to shake hands and greet us," he said. "To me, that was really something. I'm not used to that."

As the line of ships turned into the Willamette River channel and headed for the city's center, sailors manning the rails realized their reception was far from over.

The groups of people ashore became crowds as the ships neared Portland. And the following small craft suddenly grew in numbers until the river's surface was almost solid with them. As the ships passed through a string of open drawbridges, the crowds cheered from the bridges, buildings and roads on either side. The cheers mixed with the sound of hundreds of small craft air horns. And when the ships boomed out their own reply to the air horns, the cheers hit new noise levels.

Among the tours organized just for the sailors were trips to a brewery, a visit to an electronics plant, a run up to Mt. Hood or an afternoon at the Portland Zoo and Forestry Center.

A pamphlet, "Portland Passport," also offered a word of advice many sailors took to heart. It seems the sailor who goes on liberty in uniform in Portland gets the red carpet treatment.

"Everybody told me that they're crazy about these crackerjacks (uniforms)," a third class said as he stood in the liberty line, "so I thought I'd try it out and see."

As the ships tied up along downtown Portland's sea wall, many sailors were surprised to see they would be able to step off the ship and into the center of a carnival midway. But the Rose Festival Carnival—which stretched the entire length of the city's riverfront park—was to be only the tip of the liberty iceberg for many sailors in Portland.

Many of the chiefs aboard ship had their own plans for their first evening of liberty. It seems the Canadian ship *HMCS Terra Nova* decided an international gathering of CPOs in their chiefs' mess would be enjoyable. The hundreds of chiefs streaming over the ship's brow shortly after liberty was called confirmed this.

But as the sun began to set, thousands of other sailors obviously had their

attention set upon the carnival and the city that lay beyond.

"I'm ready to go," a sailor was overheard to say. So away he went, obviously ready to form his own opinions of liberty in Portland.

At the end of the sea wall sidewalk, a group of people made their way toward *Kinkaid*. The men were dressed all in white: white double-breasted suits, white straw hats, white shoes and socks.



The women wore white as well and carried large bouquets of roses.

It was the Royal Rosarians—a group of Portland men who each year promote the Rose Festival—and the Rose Festival Court come to perform one of their most important duties. Each year, they confer honorary Knighthood of Rosaria upon selected visitors.

It may have been an unusual start to the fleet's first full day of liberty in Portland, but then, the city was becoming known for the unusual.

For one group of sailors, though, it was to be a busy day that would leave little room for liberty.

The U.S. Navy Pacific Command Band—80 musicians drawn from Navy bands in Seattle, San Francisco and San



Rose Festival



Diego—had a full day of music-making ahead of them. The band, which at times was broken down into a rock band, a disco band, a jazz band and a country and western group, entertained thousands of Oregonians at various events throughout Rose Festival Week and led off the Rose Festival Parade on Saturday.

Some sailors decided to take advantage of an innovative program called “Dial-a-Sailor.” By calling a local number, residents could invite any number of sailors to their home for dinner, or to any other events they wished to share. The residents called and left their names, phone numbers and any information about what plans they had for the sailors. This information was passed along to the ships, where interested sailors called back to accept the invitations.

Throughout the day, local people also got their first close look at the ships during general open house. The crowds that flocked over the bows of each ship indicated a lot of people wanted that close look.

A teenage girl was asked her reaction to the ships after she toured *Roanoke*.

“I couldn’t believe it,” she said. “I didn’t know they had all this neat equipment to keep our country safe. Of course there were many things I didn’t understand. But they were really nice and, if I had a question, they would explain it to me.”

A group of sailors was stretched out in one of the city’s parks, basking in the sun and relaxing.

“I’ve gotten sore feet from walking around town,” one said.

“I’m from Southern California,” said another, “and I’ve never seen so many trees in all my life.”

They were asked how they’d been treated since arriving in Portland.

“They go out of their way to say ‘Hi’ to you,” a third class petty officer said, “especially if you’re in uniform.”

“They make you feel welcome,” said the final member of the group. “Yeah, you really feel welcome in this town.”

The highlight of Rose Festival celebrations for many was the Saturday morning parade. And what a parade. The 1979 Grand Floral Parade carried the theme “World Records on Parade” and the more than 100 entries included 30 flower-covered floats.

But the parade, which lasted more than two hours, had among the hundreds of thousands who viewed it, at least one person who hadn’t planned on sticking around.

“I was just trying to get across the street so I could go back to the ship and get cleaned up,” a *Kinkaid* sailor said. “Then I saw the crowd and said, ‘Wow! There’s no sense trying to get through that crowd.’ So I just kicked back under a tree and watched it go by. It was pretty neat.”

And so it went at the Portland Rose Festival. More than 3,500 sailors were obviously no match for a million Oregonians. And as the Navy ships headed down the Willamette River to the Columbia, and then—finally—out into the Pacific Ocean, a group of sailors were probably already swapping sea stories that began, “Let me tell you about my liberty in Portland....” ↓



Opposite page, clockwise from upper left: The Rose Festival fun was marked by friendly people, a carnival midway, rose-covered horses and one sailor's view of the parade with family and friends. Right: Representatives from across the United States vied with the roses and people for attention during the festivities.



MCPON Crow

“I like what I do”

Master Chief Aviation Maintenanceman Thomas Sherman Crow, a 27-year Navy veteran, recently assumed duties as the fourth Master Chief Petty Officer of the Navy (MCPON) during ceremonies in Washington, D.C. Shortly before relieving MCPON Walker (who retired), Master Chief Crow took time out from learning the ropes of his new job to discuss the challenges he and the Navy face during his tenure as MCPON. Here is that interview by *All Hands* staff photojournalist JO1 Jerry Atchison.

All Hands: Have you learned anything about your new job as Master Chief Petty Officer of the Navy that surprises you?

MCPON Crow: I'm not getting too many surprises because in my former capacity as a force master chief (of Commander Naval Air Forces Pacific) I had occasion to work with Master Chief Walker over the past year and a half.

The awesome part of the job is the way the whole organization is put together. My first impression is that it is going to be very difficult to find my way around, to get accustomed to the area, for one thing, and to know those I need to deal with and how to find them when I need help.

Master Chief Walker ensured a smooth transition. I feel very fortunate to have had the time to observe the things going on here and to get familiar with as many of the contacts he has had in his everyday business.

All Hands: What is the greatest challenge you feel you will face as MCPON?

MCPON Crow: We want to do

whatever is possible to increase retention. It's a known problem, one that's been with us for quite some time.

We've gone about as far as we can go with compensation. But every avenue that's available to us is being looked at. For me, an indicator of that is the last effort made by Admiral Hayward and the Joint Chiefs of Staff to get the pay cap moved up to something we can live with—like the 7 percent increase we are about to receive. We hope that things will get even better.

I'm going to have to spend a lot of time looking and trying to bring back information from the fleet as to what we can do in other areas as well. There are areas where we can make life better—the environment, job satisfaction, habitability and other personnel-related areas. If we're doing some of these things now, maybe we can do them better. By keeping my eyes and ears open and working closely with my counterparts, the fleet and force master chiefs, I can come back to Washington with some good ideas and suggestions for the CNO to consider.

All Hands: Since you've come from a force master chief job, you already have an idea about the fleet's problems. Are there some things you've already identified that you want to tackle right away?

MCPON Crow: If I had to name one thing first, it would be leadership in the Navy. I'm not talking about leadership from the officer ranks. I'm talking about the leadership that comes from our enlisted group.

I think we've got too many senior enlisted people right now who are not out there setting an example of the

kinds of positive leadership we've got to have to keep us going. We've got some apathetic senior petty officers—E-7s to E-9s—who aren't out there pushing.

I divide senior petty officers into two groups. The ones I see who just move along with the tide and don't do things as they should, I call E-7s, E-8s or E-9s. A member of the other group is a chief petty officer. He's hanging in there. He's probably experienced hard times before but he's gotten through it. He is willing and able to stand up and speak for his people, play the role he should and set an example.

All Hands: In your opinion, who or what is responsible for this erosion of leadership?

MCPON Crow: I believe there are a combination of reasons. First of all, we have to share some of that blame ourselves. An individual decides whether he or she wants to be an E-7 or a chief petty officer. They have to make that choice and live with it.

On the other side of it, right about the middle of the Vietnam War, I could detect a subtle change that took place in the basic leadership style we had in the Navy. For example, when I first became a chief petty officer, the chief was expected to run his work center. He was that hands-on, on-line supervisor fully responsible for taking care of business in that work center. Any kind of problems that had to do with people—personal problems, counseling, leadership and discipline—were handled by the chief.

I've seen that slowly and subtly fade away. What I see now, perhaps because so much pressure has been placed on our young officers to get in-

volved with their people, is that young officer moving into the work center and literally taking over the shop. Here's where my two categories of chief petty officers come into play.

A good, strong chief petty officer will explain to the young officer what his role is, as a chief, a work center supervisor.

It used to be that officers did their work out of their staterooms. Nowadays, you go aboard ship and the division officer's desk is right smack in the middle of the work center. Personally, I don't feel that's the way to do things. That should be changed. The direction to make that change and get back on track has got to come from higher up and I would like to be able to influence that if possible.

All Hands: Will programs like LMET (Leadership, Management, Education and Training) help solve some of these leadership problems?

MCPON Crow: I think they will go a long way toward solving them. LMET is definitely a good course, something every petty officer in a leadership role can benefit from. We have got to increase and expand these types of programs as rapidly as we can because there is just too little being done now.

There is also a very strong need right now for a senior enlisted academy like the sergeant major academy the Army and Air Force have. This is in the planning stage. Perhaps we will have something in the next year or so for our senior people like our own academy.

All Hands: What is your assessment of Navy efforts to curb drug and alcohol abuse?

MCPON Crow: Having worked in the drug and alcohol abuse program, I believe the Navy's got one of the best programs available anywhere—including the civilian world. We've done more, earlier, than almost everyone else.

The discouraging thing is the simple fact that our society as a whole has grown more tolerant of drug and alcohol abuse. It has reached the point where the general feeling is that it's an

accepted thing to abuse alcohol and drugs. Most of the areas we work in aboard ship and around aircraft are totally dangerous environments so we can't tolerate drugs or alcohol.

All Hands: Why have you made the Navy a career?

MCPON Crow: It started very early in my career. I came from a part of the country that, at the time, didn't have many ways for me to go, as far as a career is concerned. The Navy seemed to offer a lot of things I was looking for: training, security, income and a

chance to do that because I felt it would further me either in the Navy or when I got out.

I was able to advance at what I guess was an average speed. More importantly, I've gotten a tremendous amount of job satisfaction out of what I've done. That's the key thing: I like what I do and enjoy the military life.

I've been very lucky in those 27 years. I've had some really good duty and served under fine commanding officers. I've felt a shared concern for the people in my commands, I got help when I needed it and I've become one



chance to move up. So I joined and I've never been sorry.

After my first enlistment I wasn't really dedicated to a career. I had some good duty—I was stationed in Hawaii—and I'd had a good time. When it came time to reenlist I had the opportunity to get advanced training through the Navy's "B" school. I

of those people who feel the Navy's always displayed a sensitivity toward me.

All Hands: What's going to be the toughest part of the MCPON job for you?

MCPON Crow: If there's any one thing, it's knowing the tremendous

responsibility that comes with this job. Many people within the Navy look to you as their spokesman. That makes you want to do the job right, set an example and represent those people well. Living up to that expectation will be the hardest thing to do.

All Hands: There are those who would suggest the job of MCPON is merely symbolic; that you are a white hat set adrift in a sea of senior officers. Your response?

MCPON Crow: That's a lot of hogwash. Never once, in the year and a

Just in the very short time I've been in Washington, I've seen the same cooperation, the same way of doing things. Master Chief Walker enjoyed good credibility with those people with whom he worked. He had access where he needed access. He was listened to and, when appropriate, action was taken. I don't think you can ask for more than that.

All Hands: What direction do you see being taken in the assignment of women aboard ship?

MCPON Crow: It's going to expand, there's no doubt in my mind. So far, the women who've come in the military have done a terrific job, assumed roles that were not traditional for them and carried them off very well. The only thing I could point out is that these women are now doing jobs so well they are putting a lot of pressure on guys to do their jobs even better.

There's going to be more women coming into the Navy so I believe their roles are going to expand and open up even more. That also means there's going to be more of a mix than we've ever had before. The male side of the house is going to have to learn to live with that fact, accept it and go out and do the job right alongside the women. For the most part, that's what they're doing.

All Hands: Are we doing enough for our dependent population?

MCPON Crow: This is one area of great concern to me. I went to the Family Awareness Conference in Norfolk last year. And one of the first things I did when I came in here to relieve Master Chief Walker was to sit in on one of the groups studying this program.

I see some things in the planning stages and a few things that have already happened that indicate the Navy does have a concern for and is moving out to take care of our dependent population.

We already have in operation two Family Services Centers—one in Norfolk and one in San Diego—with others being planned. The Navy's ex-

panding the program because there is a need. The whole face of the Navy has changed. We've got more military active duty families than we've ever had, so we've got to deal with the family. We've got to provide help and assistance wherever we can—and it's being done.

All Hands: Each person brings his own "personality stamp" to a job. What sort of stamp will Master Chief Crow make on the job of MCPON?

MCPON Crow: I would like the people I represent to feel I am sensitive to each of the views they choose to bring to me. I don't ever want to get in the position of turning anyone off. At the same time—and this is the difficult part of the job—I want those coming to me to understand they will be dealt with as fairly as possible.

I want to see the chain of command work. Those people in the chain of command—the command master chiefs, senior chiefs and chiefs—have the responsibility of taking care of problems and issues at their own local levels. They must bring these things to the attention of their commanding officers and they must try to get them dealt with before they go off to fleet or type commanders or before they come to Washington.

There are times when it is necessary to come to this level for assistance. But we must try to keep things within the right ball park and do the job at the command level.

I know there are people at all those levels who have an interest and a strong desire to do what's right with all their people. If they get the right information, they'll make the right decisions and take action that is in the best interest of the individual. Things filter up to this level that never should have gotten here, simply because people haven't done their job in the fleet.

All Hands: What are your impressions of recent changes to the enlisted advancement system?

MCPON Crow: I have mixed feelings about some of the changes. Some of the changes have made things better.



half I was force master chief working for Vice Admiral Coogan (COMNAV-AIRPAC), did I feel like I was just filling a billet.

I was given the opportunity to speak to him any time I felt the need. I was never curtailed in anything I did. I saw, firsthand, decisions he made based on things I told him.

What they're trying to do is provide the potential for advancement for everyone who is qualified. Over the years, we've had certain areas in which an individual gets hung up. People are looking at ways to unstop these obstacles that prevent a man or woman from moving up through the ranks at a normal progression.

The command advancement program, for example, gives the commanding officer the authority to advance certain outstanding individuals within the command. That was a good move.

One thing that has to be cleaned up is our present evaluation system. Performance evaluations have always had a key place in my mind. During the selection board process, those evaluations are really the only measure you have of where an individual's been and the type of work he's done.

Over the years the system has become an inflated one. That's why changes about to be made are going to improve the evaluation system. But it has a long way to go.

Commanding officers, division officers and chief petty officers—anyone who writes an evaluation—have to do a better job. They've got to include the key elements the selection board needs. They must be specific about an individual's performance.

Going along with this, I think an individual should be evaluated and then immediately be counseled face to face. I don't think there's near enough of that going on right now and that's one of our biggest problems. It's always been a problem when one individual sits down and tells another individual something bad. We're not alone. It's the same way in civilian life.

All Hands: Why is the Navy having trouble retaining mid-career personnel and what can be done to reverse the statistics?

MCPON Crow: I don't think there's any one answer. An individual's decision to go or stay at any given time in a career is a very personal decision.

This day and age we're finding that the family has a tremendous impact on

whether or not the individual stays. If a person hasn't advanced at the rate one should, looks around and sees the rate of inflation passing him by and the wife having to work, it's difficult to look ahead to retirement.

Some people have been lucky enough to decide early on what they want to be. They've had good supervisors and good leadership to help them get where they want. When they've got that, they've got job satisfaction and those are the kind of people who will stay around and keep moving ahead.

If they haven't had that help when they've needed it, if they haven't felt



that personal touch that said, "Hey! The Navy *does* care about you," then they'll probably get out.

All Hands: What can you do, personally, to improve the mid-career retention picture?

MCPON Crow: I hope I can get some of our supervisors to take a look at themselves and how they handle their people. Do they provide that personal touch when an individual needs help? Do they make themselves accessible so they can apply the leadership that's necessary?

If I can provide the example myself, I think I can do a lot. If I can cause this

office—as it has in the past—to communicate with the sailors in the fleet about programs and policies, that will go a long way toward giving leaders the tools they need to get the job done.

All Hands: How do you evaluate first-term retention?

MCPON Crow: First term retention is gradually getting better. To make it even better I think it's important that those who've elected to make the Navy a career, communicate that fact to the young people. They've got to let them know why they've stayed around and show them, by example, the kinds of things the Navy's done for them. In short, we need our senior people to be very aggressive about their positive attitudes.

All Hands: What are some of the intangible benefits of a Navy career?

MCPON Crow: Camaraderie is one intangible. A person who's been in the Navy a few years finds almost no place in the world exists where he can't go and find a friend.

Support systems are there that aren't part of official policy. For example, when a family moves into military housing, the response to help that new family get settled is just tremendous.

The teamwork spirit we have to get the job done is another intangible benefit. There's a certain feeling that comes when you're able to get 12 airplanes in the air that I don't think many other jobs can offer. There's a good feeling a guy gets working on a flight deck—surrounded by a certain amount of danger—and doing a job that requires an awful lot of skill and talent.

There's the fact that an outfit trains an individual right out of high school and makes him a plane captain. A million-dollar plane is an awful lot of trust.

I have never been at a command in my career where shipmates have failed to respond when help was needed. We do try to help our own.

These, and others, are all intangible benefits. You can't put a label on them. They're just there.

MCPON Walker

A Final Word



MCPON Robert J. Walker

It is unbelievable how time passes by. It seems just like yesterday that I assumed the position of MCPON. But, then again, as I look back on a career of 31½ years, I wonder at how rapidly the days and years have flitted by to now, where I end that career.

Some may think it trite when I say if I had it to do all over again, I wouldn't change a thing. But it would be true. My career has been varied. I have served on many types of units, from destroyers to aircraft carriers, and in various capacities—instructor, command career counselor, and command master chief. Like everyone else, my career has had its ups and downs. But the positive has always counterbalanced the negative. Being master chief petty officer of the Navy has been the most important and rewarding phase of my career, and has left me with memories of people, places and events I shall never forget.

I have had the privilege of serving

with two Secretaries of the Navy, two Chiefs of Naval Operations and two Chiefs of Naval Personnel. These gentlemen have been truly outstanding in the dedication, perseverance and leadership they have displayed in maintaining our Navy as the greatest in the world.

Many beneficial changes have taken place in the last four years. Because of the Navy's emphasis on quality in recruiting, first-term attrition has decreased from a high of 42 percent to the present figure of 31 percent. All indicators point to this percentage decreasing even further.

For the first time, a group of senior enlisted personnel took an in-depth look at the enlisted evaluation system. Their recommendations have already caused—and will cause—significant positive changes to make the enlisted evaluation easier to understand, more honest in appraisal and more controlled in the areas of timeliness and correct insertion into service records.

Habitability is no longer a "lip service" operation, but a serious consideration not only in new construction, but in the overhaul of our older and larger ships as well. Proper ventilation, air conditioning and privacy for the individual sailor are key items being focused on. The MCPON and three fleet master chiefs are voting members of the Habitability Steering Group. This ensures an enlisted voice in all present and future issues revolving around habitability.

The redefinition of the roles and functions of master chief, senior chief and chief petty officers will lead to far better use of the Navy's senior enlisted through billet identification and far more responsibility. This, in turn, will enhance the entire enlisted ladder of promotion, prestige and opportunity for greater authority and responsibility. The establishment of a Senior Enlisted Academy for the Navy's senior chief petty officers will provide the additional training re-

quired to satisfy the increased prerequisites necessary for the duties of a master chief.

Reorganization of the Board of Correction of Naval Records, an effective weight control instruction and program, the enlisted surface warfare insignia and return to the jumper-style uniform for E-1s to E-4s are a few other items of significant progress made over the past four years.

Any individual who occupies a responsible position is only as good as the people who work for him. I have been singularly blessed with a superb staff since I've been MCPON. To all those dedicated, loyal and professional people go my heartfelt thanks.

The fleet and force master chiefs deserve special recognition because of the support and counsel given me during my tenure of office. Their contributions have significantly improved the status of the enlisted community. Here again, their efforts have been key factors in any success achieved over the past four years.

No accolade is sufficient to account for the contributions that my wife and six children have made to my career. They have stood by me through thick and thin and to them I can only offer my eternal gratitude and love.

My relief, Master Chief Tom Crow, Force Master Chief for COMNAVAIRPAC, comes to the position of MCPON with a seabag full of qualifications and credentials. There is no doubt in my mind that Master Chief Crow will add significantly to the credibility, value and prestige of the office of the Master Chief Petty Officer of the Navy. To him and his lovely wife Carol, I wish the best of luck and greatest success. It will be an experience they will treasure always.

I would like to leave you with one thought: "The prescription for success is outstanding performance."

To my shipmates of this great Navy of ours I wish each and everyone fair winds and a following sea.

Bearings

Tiger Trainer

How do you handle 37 tigers? "Very carefully," you say. However, USS *Saratoga* (CV 60) would reply, "Very easily."

In this case, the "Tigers" were 37 male dependents and guests hosted for a trans-Atlantic run from Rota, Spain, to the ship's home port in Mayport, Fla.

The Tigers, from eight to 67 years old, were given the opportunity to see not only what their sponsors do on *Saratoga* but also what the Navy does at sea. They soon found they weren't on a pleasure cruise. During the 13-day transit they lived as sailors—including reveille at 6:00 a.m.

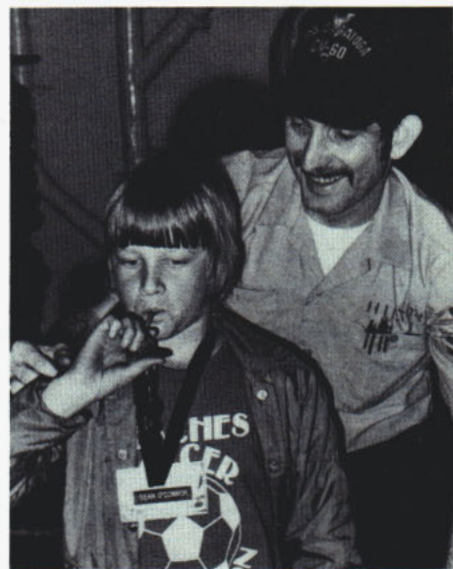
On their first day under way, Tigers tagged along with their sponsors. Most were surprised to find how little they knew about their sponsors' jobs.

"I thought all my dad did was sit around and tell people what to do," said 11-year-old Sean O'Connor, son of Commander Thomas R. O'Connor, *Saratoga's* aircraft intermediate maintenance department head.

Knowing that life under way on an aircraft carrier might prove boring after a time, *Saratoga* devised a qualification system to designate worthy Tigers as *Sara* sailors. Tours of spaces were arranged and a booklet given each guest outlining 144 qualifications, each worth one point. Earning 40 points qualified the Tiger as a *Sara* sailor, 90 as a Senior *Sara* sailor, and 130 as a Master *Sara* sailor.

Qualifying chores included washing jets, learning the various classes of fires, chipping paint, taking the helm, or helping in the galley. At the end of the 13-day cruise, the majority of the Tigers

had qualified as *Sara* sailors with 12 qualifying as Master *Sara* sailors.



Above: With encouragement from BM2 Hilton, tiger Sean O'Connor tries his technique with the bosun's pipe.

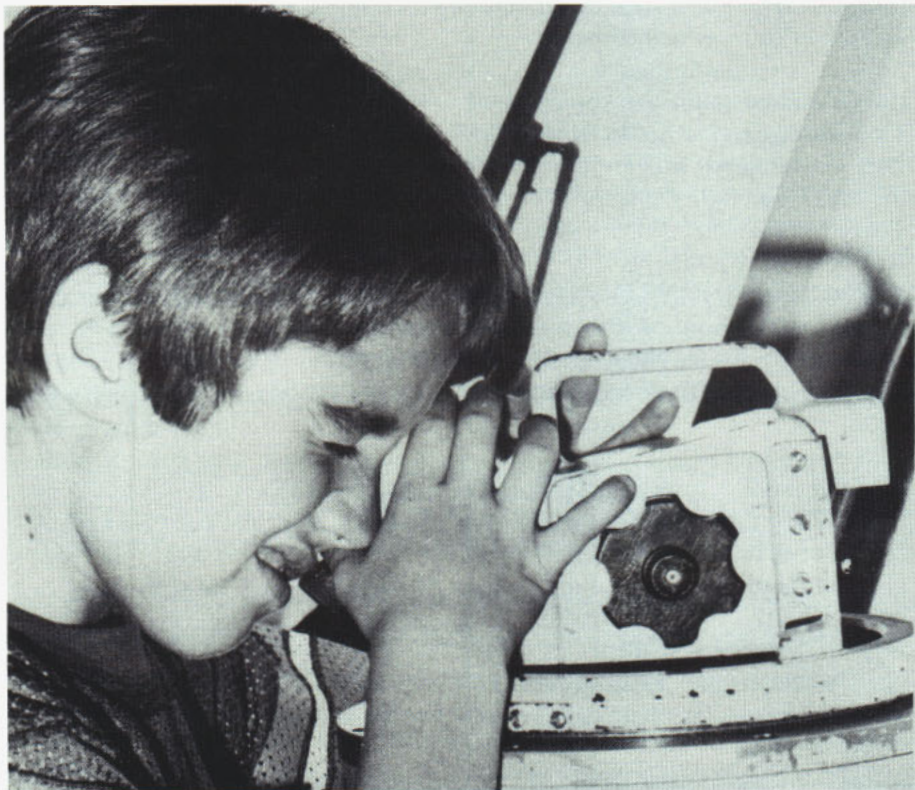
Left: Tiger Tommy Pearson shoots a bearing through an alidade on the navigation bridge.

As a result of the cruise, the guests understand more completely what their sponsor does when deployed. In return for bringing the Navy to the Tigers, *Saratoga* sailors enjoyed a bit of home on their return from a six-month Mediterranean deployment.

Rewarding Duty

Who says you can't get promotions while on shore duty? Navy men at Mobile Technical Unit Five (MOTU Five), based in San Diego, know differently. When it came time for the warrant officer/limited duty officer selections this past cycle, five of six MOTU Five applicants were promoted.

Senior chiefs and chief petty officers aspiring to master chief and senior chief selection also took exams. Four senior chiefs were promoted and four CPOs



received the silver star of senior chief rank.

Overall, MOTU Five had 21 men before selection boards this year and 13 were selected for advancement, a 61.9 percent advancement rate.

Lieutenant Commander Jerry N. Layl, officer in charge of MOTU five, said, "I'm not surprised. People here have said all along 'Being with MOTU Five is a rewarding experience.'"

—STCM J. L. White.

Car With a Hook

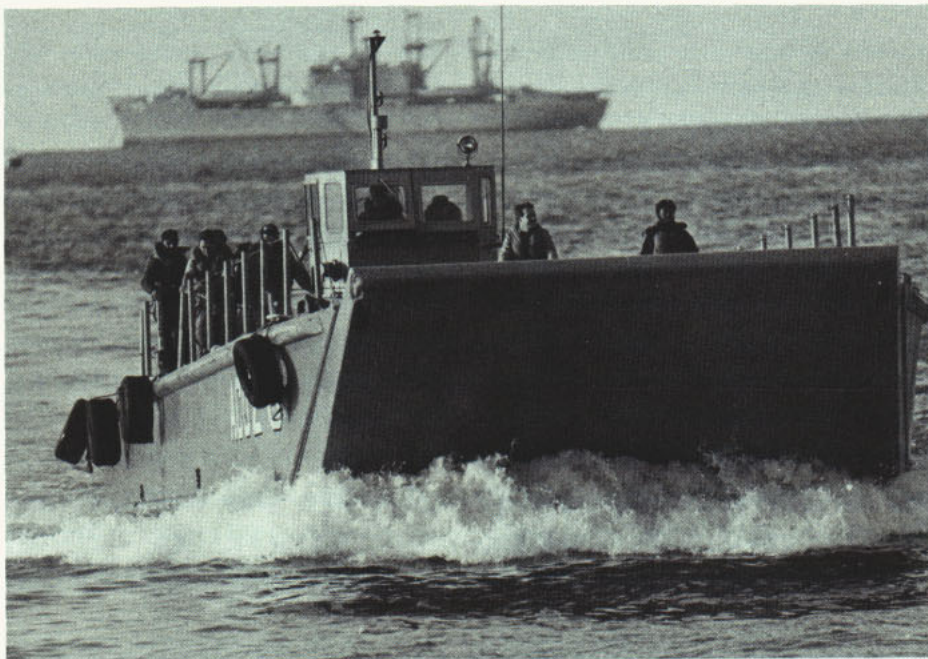
Is this the latest in foreign import cars? No, it's the VAW-116 Sun King Shot, a car with a tailhook, which was a central attraction at the Navy California Jubilee in May at the Coronado Amphibious Base. The car, sponsored by the Miramar Officers Wives Club, won "Best Game Booth" prize at the jubilee. The idea was to catch a wire as the car hurtled down the ramp; all proceeds were donated to Navy Relief.



Those who labored long and hard on the car were (l-r): AMH3 Gary Cantrell, AMH1 Mansueto Claro, AMS1 Brent Nicholl, AMS3 Jesus Duran, AMS3 Edward Cori. Seated for a ride is AMH3 Russell Long.

—Photo by PHAN Bob Jones.

Reservists Storm Beach



If they weren't experts on beach assault when they got there, the 200 Naval Reserve participants felt like they were when they left. For two weeks this past summer, they joined 500 active duty Navy personnel and an Army group from Fort Eustis, Va., and lay siege to the beaches along Fort Story in Virginia Beach, Va.

The maneuvers were part of Operation OSDEX 2/7 (Off-Shore Discharge Exercise), a joint service training exercise involving Naval Reserve units from Cleveland, Ohio; Buffalo, N.Y.; Baltimore, Md.; Washington, D.C.; and Roanoke, Va.

Time and again, the seashore and sandy ridges along the beach became targets of assault forces moving in from the sea. When one maneuver was completed, the evolution started anew. Army motor vehicles rolled off Navy landing craft and headed up the beach,

loaded with supplies and equipment; communication sites and repair stations were set up; and then everything was packed up to start the training cycle all over again.

During the entire operation, instructors gave valuable lessons to the reserve Navy men—the people who might one day be called upon to provide support during a national emergency.

Special Friends

"Operation White Hat" is the Navy's term for a new kind of liberty in Chicago. Every Saturday, a group of sailors from the Great Lakes Service Schools Command pack their AWOL bags and catch a bus to the Children's Memorial Hospital in Lincoln Park.

The sailors are primarily from the Fire Control Technician School and

Bearings

Operation White Hat is a unique volunteer program which brings the men and children together each week for songs, games and sea stories. Lonely rooms seem brighter and dark corridors become raceways for wheelchairs and "banana carts" decorated with "Go Navy" stickers.



The project began 12 years ago with 10 men, and the backing of now-retired Navy Captain F.M. Lloyd. In 1967, then-service school commander Lloyd, at a nurse's request, visited a leukemia patient who was interested in the Navy. He presented the boy a lifetime visitor's pass to any U.S. Navy ship. The boy died before he was able to use the pass, but Operation White Hat was born.

"Our hospital thrives on volunteer service," said Ms. Joan Rehm, director of volunteer services. "Operation White Hat is probably the only volunteer program of its kind anywhere. Part of their impact is their uniforms. We call it Operation White Hat because the

children have always been delighted with sailors' hats."

Volunteers attend workshops to learn various skills in working with patients. When a sailor goes into the wards, he is able to seek out the special problems and needs of each child. The sailors are often more successful than trained staff members in reaching the children. Ms. Rehm said that is so because their "youth and their lack of professional training make it easier to establish rapport."

The hospital is the primary pediatric care center in several midwestern states for acute illness—especially leukemia—and patients' ages range up to 16 years old.

The sailors are a model of kindness and concern toward the youngsters. Many are able to coax a child to eat a

lunch that might otherwise go untouched, or to encourage a lonely, withdrawn child to mingle with others. "One of the problems we have here," Ms. Rehm said, "is the long dry spells without parties." One sailor solved that problem with frequent "unbirthday" parties where every child receives a gift. "We would have never thought of that," Ms. Rehm said.

How the children feel about the sailors of Operation White Hat is best summarized in a poem written by a patient:

"I once was alone with nothing to do, until this friend came along . . . He wore a white cap and a real big smile . . . He told me of sailing . . . of things I've never seen . . . stories on end. This guy with the white hat was some special friend."

—JOI Cindy Adams

Bigelow Teachers

Participating in a pilot teaching program at the Mario Umano Harbor School of Science and Technology in East Boston, Mass., five crew members of USS *Bigelow* (DD 942) are giving some high school students a new dimension in education.

Electronics Technician Third Class William M. Jennings, Mineman Second Class Jay Jeffries, Operations Specialist Third Class J. Terry Hayes (left to right in photo), along with Radioman Third Class Brad Wilson and Personnelman Third Class Joey Wood, help conduct classes during a special activity period each week. Students explore subjects not in the regular curriculum, such as electronics, scuba diving, guitar playing and auto mechanics.

The non-graded classes average about 15-20 students per session. Supporting *Bigelow* crewmen are volunteer

teachers and other adults expert in specific areas. The program is sponsored by the Boston school system and by the Explorer Division of the Boy Scouts of America. About 40 instructors and 800 students participate.



Music With Feeling

Sometimes there's more to music than what meets the ear.

Musicians in the Northeastern Navy Show Band could tell from the toe tapping, hand clapping and wide-eyed expressions that their music was coming through loud and clear, even though most of the audience had hearing disabilities.

The occasion was a Cultural Awareness Day sponsored by the Rhode Island School for the Deaf and open to the state's deaf community. Of the 300 people who attended the band concert, watched karate and gymnastics demonstrations, and performances by three mimes, 180 were students at the school.

As the Navy people played rock, soul, pop, and big band era selections, the

audience experienced their music on a multisensory level. What they saw and felt added much to what they actually heard.

For many, hearing was made possible by a "phonic-ears system." Wearing receivers set on a particular FM frequency, students were able to hear sounds broadcast through a special microphone also set on that frequency. During the concert, there were more than a dozen of the special mikes positioned in front of the band.

Even those without phonic ears could sing along and "hear" the beat because teachers used sign language to translate the vocals into visuals and the band's actions projected the rhythm.

Brass horns lifted and fell in time and musicians' fingers became a flurry of pulsating motion as they pushed shiny valves. Guitar and bass players swung

their instruments in dance rhythms as the keyboard man bounced on his seat to the tempo of his fingers playing the keys. Each band member visibly kept time for the benefit of those who could only see or feel.

But most of the audience felt the music. Using the largest sensory organ of the body—the skin—the audience delighted at the percussion and kept time to the vibrations bouncing off their bodies.

After just three numbers, Senior Chief Musician Arthur Rogers, show band director, invited the audience to come on stage and touch the instruments while they were being played. It was instant, jubilant chaos as the Navy musicians were engulfed by a mob of eager students. The brass section formed a musical circle around the spectators and soon there were curious hands "touching" the music as it left the various instruments. A few of the smaller children even hung onto the trombone player in appreciation for the good time they were having.

"The students loved it all," said Peter Geisser, an art teacher who helped coordinate the engagement through First Class Petty Officer Dick Peters, a Providence, R.I., Navy recruiter. "One of the best things about the show," Geisser said, "was that it was so real to the students. It wasn't canned music coming out of some machine, but real people making real music before their eyes."

Never had the band played for a more appreciative audience. By the end of the session, the students had touched more than the instruments—they had touched each musician's heart as well. —

—JO3 Dallas Bellamy



Touching the trombone of MU3 Pete Tassey, students of the Rhode Island School for the Deaf experienced music on a multisensory level. (Photo by JO3 Dallas Bellamy)

MONTHLY BASIC PAY*

EFFECTIVE 1 OCTOBER 1979

Pay Grade	Under 2	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 26
O-9	3128.40	3210.60	3278.70			3362.40		3501.90		3794.10		3958.20		
O-8	2833.50	2918.40	2987.70			3210.60		3362.40		3501.90	3654.00	3794.10	3946.20	
O-7	2354.40	2514.60			2627.10		2779.80		2918.40	3210.60	3431.10			
O-6	1745.10	1917.60	2042.70						2112.00	2446.50	2571.60	2627.10	2779.80	3014.70
O-5	1395.90	1639.20	1752.30				1805.70	1902.30	2029.50	2181.60	2307.00	2376.60	2459.70	
O-4	1176.60	1432.20	1528.20		1556.10	1625.40	1736.10	1833.90	1917.60	2001.30	2057.10			
O-3	1093.50	1222.20	1306.50	1445.70	1514.70	1569.60	1653.90	1736.10	1778.70					
O-2	953.10	1041.30	1250.70	1293.00	1319.70									
O-1	827.40	861.30	1041.30											
O-3E				1445.70	1514.70	1569.60	1653.90	1736.10	1805.70					
O-2E				1293.00	1319.70	1361.70	1432.20	1487.40	1528.20					
O-1E				1041.30	1112.10	1153.20	1194.90	1236.60	1293.00					
W-4	1113.90	1194.90		1222.20	1278.00	1334.40	1390.20	1487.40	1556.10	1611.30	1653.90	1707.90	1765.20	1902.30
W-3	1012.50	1098.30		1112.10	1125.30	1207.50	1278.00	1319.70	1361.70	1402.50	1445.70	1501.50	1556.10	1611.30
W-2	886.80	959.10		987.00	1041.30	1098.30	1139.70	1181.40	1222.20	1265.10	1306.50	1347.90	1402.50	
W-1	738.90	847.20		917.70	959.10	1000.50	1041.30	1084.20	1125.30	1166.70	1207.50	1250.70		
E-9**							1265.40	1294.20	1323.60	1354.20	1384.20	1411.20	1485.60	1629.60
E-8						1061.70	1091.40	1120.50	1149.90	1179.90	1207.20	1236.90	1309.50	1455.60
E-7	741.30	800.10	829.80	858.60	888.30	916.20	945.60	975.00	1019.10	1047.90	1077.60	1091.40	1164.90	1309.50
E-6	640.20	698.10	727.20	757.80	786.00	814.80	844.80	888.30	916.20	945.60	960.00			
E-5	562.20	611.70	641.40	669.30	713.10	742.20	771.90	800.10	814.80					
E-4	540.30	570.60	603.90	651.00	676.80									
E-3	519.60	548.10	570.30	592.80										
E-2	500.10													
E-1	448.80													

Naval Academy Midshipman and ROTC Members and Applicants \$375.60 per month.

*If no amount shown for a pay grade under cumulative years of service, the amount immediately to the left applies. In addition, basic pay is limited to \$3958.20 by Level V of the Executive Schedule.

**Basic pay while service as Senior Enlisted Advisor of the Navy is \$1980.90.

BASIC ALLOWANCE FOR QUARTERS

BASIC ALLOWANCE FOR SUBSISTENCE

PAY GRADE	WITHOUT DEPENDENTS FULL RATE	PARTIAL RATE	WITH DEPENDENTS
O-10	383.10	50.70	479.10
O-9	383.10	50.70	479.10
O-8	383.10	50.70	479.10
O-7	383.10	50.70	479.10
O-6	343.80	39.60	419.40
O-5	316.80	33.00	381.60
O-4	282.30	26.70	340.50
O-3	248.10	22.20	306.30
O-2	215.40	17.70	272.70
O-1	168.00	13.20	219.00
W-4	271.80	25.20	328.20
W-3	242.40	20.70	298.80
W-2	210.90	15.90	268.20
W-1	190.50	13.80	246.60
E-9	205.20	18.60	288.60
E-8	189.00	15.30	266.70
E-7	160.80	12.00	248.10
E-6	146.10	9.90	228.30
E-5	140.40	8.70	209.70
E-4	123.90	8.10	184.50
E-3	110.70	7.80	160.80
E-2	97.80	7.20	160.80
E-1	92.40	6.90	160.80

OFFICERS:

67.21 per month

ENLISTED MEMBERS:

When on leave or authorized to mess separately

3.21 per day

When rations in-kind are not available

3.62 per day

When assigned to duty under emergency conditions where no messing facilities of the United States are available:

4.79 per day

A Different Kind of Job

BY JOCS JOHN D. BURLAGE

Commander McGee is tall, slim and has plenty of shipboard duty behind him. He spent much of his 18-year career aboard destroyers, ammunition ships and tankers, where he served as chief engineer, executive officer and as commanding officer. Now serving on the staff of Commander Naval Forces Marianas, Commander Hudson McGee is Special Assistant for Guam, a job that has given his career new dimensions.

"My principal function is to serve between the Navy community on Guam and the local civilian community—government, business, and the diplomatic corps," McGee said. "I'm primarily a communications bridge, with the main purpose of trying to identify potential problems between the two communities and 'head 'em off at the pass.'"

Those who meet him—and there are many—regard him as the Navy's diplomat in uniform, a trouble-shooter, an ambassador of good will.

Now some might ask, why would a surface warfare officer accept a community relations billet? Because McGee, besides being a qualified surface warfare officer, is a qualified specialist in international relations.

He came to Guam with some of the best possible on-the-job training. During the Vietnam War, he served as an adviser to a Vietnamese navy coastal group—the well-known "junk force"—

Meeting frequently with Paul Calvo, governor of Guam, McGee keeps the lines of communication open between the Navy and local government.





north of Nha Trang. Just before his present assignment, he completed a tour as Navy liaison officer to the American ambassador to the Bahamas.

Then, too, he holds a master's degree in international affairs from George Washington University, along with a bachelor's in industrial management from the University of Texas.

His on-the-job experience and his educational background have helped McGee on Guam, even though he quickly emphasizes that the Pacific island is not a foreign country. Its status as a territory makes the people of Guam American citizens.

"However, because of the physical separation from the mainland and the unique aspects of its being a territory, many of the same principles and methods one uses in the international arena are also valid here," says McGee.

McGee is a man on the go, going anywhere and everywhere, whenever Navy-civilian interests can be benefited.



On the road or at home with his wife, Mary, and son, Michael, McGee lives his job. Right: Using every opportunity to foster Navy/civilian relationships, McGee listens to the Guamanian Senator, Antonio Unpingco.



Whether briefing his boss, RADM David S. Cruden, Commander Naval Forces Marianas, or balancing a plate of fiesta food, it's all part of a day's work for the Navy's Special Assistant for Guam. (RADM Robert Fountain has since relieved RADM Cruden.)



There are meetings to attend, often several a day—understandable when you consider that the commander is an active member of seven different committees and involved in dozens of community organizations and groups, including the Territorial Board of Education.

There are formal and informal sessions with political and civic leaders. Governor Paul Calvo and several senators are among McGee's frequent contacts.

And there are social functions by the score, local fiestas and other celebrations—the type which, “given the nature of my job,” said McGee, “I’m

more or less compelled to attend. In another job, I might choose to go fishing instead, but my wife and I enjoy these gatherings, so it works out.”

During a normal working day, McGee might be called upon to assist a Guamanian VIP to obtain a vehicle pass onto Navy facilities, or he might be asked to judge a hat-making contest at a local elementary school.

And, of course, there is the important task of keeping his boss, Rear Admiral David S. Cruden, and other senior officers informed of community problems and the political pulse.

McGee estimates he spends about 30 percent of his working time “putting out fires,” or coping with problems of a more personal nature than those normally handled by diplomats.

Are Navy parents having problems getting their children to school because buses don't show up? If so, McGee will find out why.

Is there a conflict between a Navy person and a local government agency? McGee will sort it out.

“The idea is to ensure that Navy people and their dependents receive fair and equal treatment,” said McGee. “I’m finding that, in most cases, they are. There may be some shortcomings, but

people are experiencing them uniformly.”

McGee said that because the military community comprises almost one-quarter of the population, it makes them much more visible than they might be at other commands.

“Another thing that makes Guam different is the fact that the island was, for many years, under U.S. military jurisdiction,” said McGee. “Guam even had naval governors. It still has a fairly young government. They’ve had only three elected governors,” he said, “and there are still occasional rough spots in points of view between the Navy and the new government.”

McGee said that as time goes on, and the two communities function better together, his billet will become less and less involved with individual matters and more involved with problems of an overall Navy-civilian viewpoint.

Even though his office remains open to visitors with a problem, fact is, McGee spends so much time running down problems—“putting out fires”—attending meetings and helping people elsewhere on the island, that his office is often nothing more than a place with his name on the door. ↓

Lady Lex— Focal Point of Naval Air

STORY AND PHOTOS
BY JO1 JERRY ATCHISON

She is the Navy's oldest and most battle-scarred aircraft carrier. During World War II, kamikaze planes slammed into her flight deck and island superstructure. Torpedoes split open her hull and the white pine planks of her 910-foot flight deck have withstood the brunt of 36 years of almost continuous landings and takeoffs.

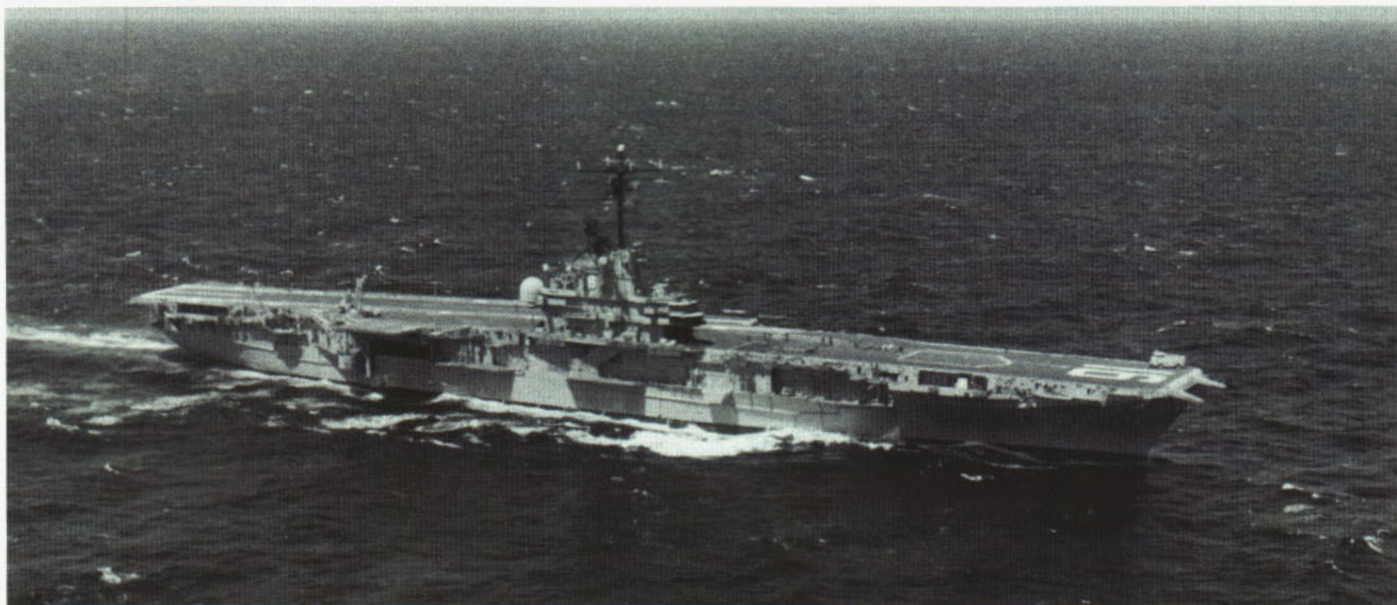
But USS *Lexington* (AVT 16) is a feisty old lady who wears her age not just well, but proudly, for she continues to do a job that makes her a focal point of naval aviation. She is the Navy's sole training aircraft carrier.

The flight deck of "Lady Lex" makes the first—and most lasting—impression on fledgling naval aviators who get their first look at an aircraft carrier from a Navy plane or helicopter. Indeed, it is this first impression of flight operations

aboard an aircraft carrier that plants habits a good naval aviator will carry throughout his or her career.

So while *Lexington* is an aircraft carrier much like other Navy aircraft carriers

Below: USS Lexington (AVT 16). Facing page top: Jet blasts and wind make communication difficult on Lex's flight deck. Bottom: The flight deck ballet includes the man who unhooks the arresting wire from A-4s and other aircraft. Lexington went into the yard in mid-October for a seven-month overhaul.





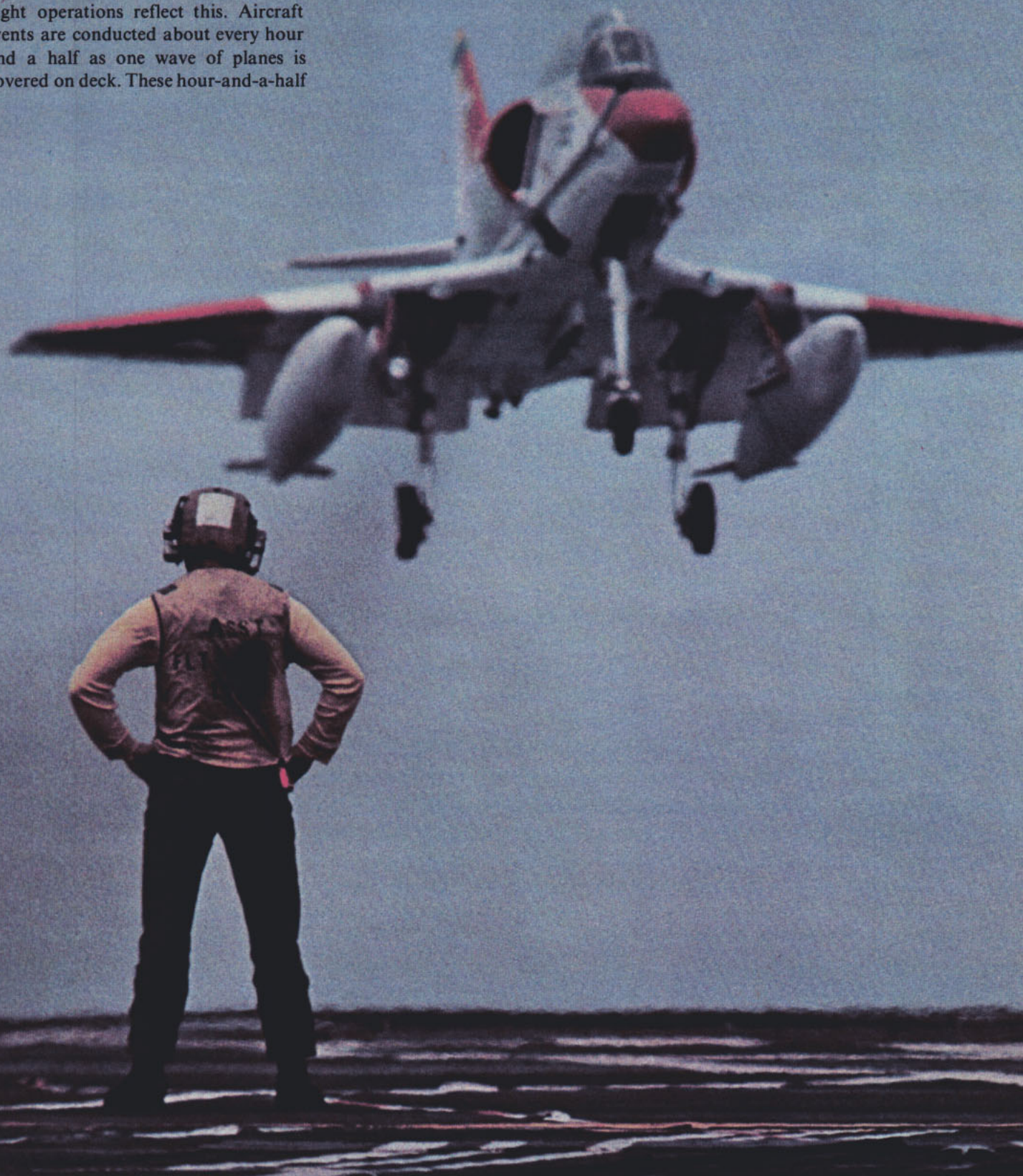
ers, she's got a special job to do and special people who see the job gets done. That makes her and her crew different. Go to sea with *Lexington* and these differences become apparent.

Insertion of air power is a fleet aircraft carrier's primary mission and flight operations reflect this. Aircraft events are conducted about every hour and a half as one wave of planes is covered on deck. These hour-and-a-half

cycles usually allow flight deck crews a breather between events throughout the day.

Aboard *Lexington*, flight operations go on without stop throughout the day because she carries no embarked air

wing. Instead, student pilots, requalifying pilots and Naval Reserve pilots fly from the beach and rendezvous over *Lexington* according to a schedule that provides for non-stop landings and launchings. No sooner has one group of beach-based aircraft completed



practice landings and take-offs when another group begins the same process.

As part of the Naval Air Training Command, *Lexington* qualifies student helicopter, fixed-wing (prop and jet) aircraft pilots flying out of Naval Air Stations Corpus Christi, Texas, and Pensacola, Fla. The carrier also qualifies RAG (Replacement Air Group) pilots in the A-7 and A-6 aircraft from stations on both the East and West Coasts of the United States. Finally, the ship conducts routine carrier qualification exercises for Naval Reserve pilots.

Another item which separates *Lexington* from her fleet counterparts is also that which may best reflect her primary job—training. Handling aircraft “by the numbers” is the name of the game on all carrier decks. On *Lexington*, those strict operating procedures are given special emphasis. For here, the *Lexington* crew is dealing with student pilots who may be experiencing the fast-paced and always dangerous environment of the flight deck for the first time. So it is not only the flight deck crew’s job to ensure the safe and efficient handling of aircraft on deck, but also to supplement and reinforce those hundreds of hours of instruction received by the new Navy pilot.

So old and weary though she may be, *Lexington* is an aviator’s first link between sea and air, and the Navy’s first step toward total projection of sea power.

Shortly before dawn, flight quarters are called over the IMC. Walking abreast across the flight deck, people in red, yellow, blue, green, purple and white jerseys, picking up any stray objects; objects that would damage a jet engine if sucked through an intake.

Meanwhile, a helicopter rotates her blades, preparing to take up its station as plane guard.

The eastern sky and waters of the Gulf of Mexico reflect the sun still just below the horizon. The flight deck activity builds as the ship picks up speed and heads into the wind. The flight deck crewmen check life vests, strap on helmets and take their stations. Their muscles unconsciously strain—then relax—and strain again as wind gusts across the pitching flight deck. It’s an exercise that won’t stop until flight ops have finished for the day and the ship is slowed in the water.

It has been called a flight deck ballet, and for good reason. Men, equipment and aircraft are precisely choreographed as they move about the limits of the flight deck. To do otherwise is to court disaster. This is not to say this flight deck ballet is a timid dance; the opposite is true.

Crewmen skirt jet blasts and intakes, and race around spinning props even as the deck pitches beneath them. They gently replenish aircraft with volatile liquid oxygen and fuel while leaning into the high winds that whip around the island superstructure. They spin, race and leap as aircraft land, taxi forward and take off.

The scene is familiar but never boring—to flight deck veterans. *Lexington*’s flight deck might be smaller than that of most Navy aircraft carriers today, but that only serves to compress the action and reduce the margin for error.

Lex’s flight deck crew also think it takes a special state of mind to get the job done. A yellow-shirted aircraft spotter explained: “Although this is the third carrier flight deck I’ve worked on, none of the others compare to *Lexington*. For one thing, you can never forget—and I mean *never*—that these are student pilots.

“Because of that, you don’t treat even the simplest evolutions as a matter of routine. For example, a flight deck is like a second home to fleet pilots. But it’s a brand new experience for student

pilots who suddenly learn it was a lot easier taxiing their planes on a wide-open, shore-based runway than it is on a tiny, tossing flight deck.

“Ashore, if you give your plane a little too much power as you taxi, that’s OK. You’ve got plenty of concrete left on which to slow down. Here, just a touch too much power as a plane taxis toward the catapults can result in crunched planes, equipment or people.

“So student pilots learn when they come aboard that the tolerances have to be cut much finer than even they might have expected. And right in the middle of all this learning is the *Lexington* flight deck crewman,” he said.

For many Navy student pilots, the months of intensive flight training boil down to a real world final examination called carrier qualifications. The student is required to complete two touch-and-goes and four to six arrested landings.

The word is passed on the flight deck to “prepare to recover aircraft” as four T2-C *Buckeye* aircraft arrive overhead. The T2-C, the Navy’s primary jet trainer aircraft, is used by student jet pilots performing their first carrier qualifications.

Immediately, each flight deck crewman knows these are probably student pilots and not “old pros” who are merely requalifying. “We get on our toes just a bit more when we hear we’re recovering T-2s,” a blue-shirted plane handler said.

The first T2-C banks around and lines up on the angled flight deck. The Landing Signal Officer (LSO) gets a “green light” signifying the flight deck is clear and ready for recovery and begins



Top: Before flight operations begin, Lexington flight deck crewmen practice rigging an emergency net used to catch planes without tail-hooks or with mechanical difficulty. Above: A Landing Signal Officer (LSO) talks aircraft in for landing. Right: "Purple shirts," members of the flight deck fuel team, draw a fuel sample for testing.

talking the plane into position. The plane will make a "touch and go," with tailhook up. The plane will simply touch its wheels to the deck before going to full power and shooting off into the sky.

"You are slightly above glide path," says the LSO as he begins a nonstop stream of directions to the pilot in the T2-C approaching the flight deck.

The plane appears to hang in mid-air, its wings occasionally wobbling until, with a burst of jet blast, it flashes by the LSO, touches the deck and shoots back into the air.

In quick succession then, the four T2-Cs complete their "touch and goes" and prepare for their arrested landings. The first plane, again appearing to hang in mid-air, travels at about 120 mph as it makes its final approach.

The pilot must land precisely so that his extended tailhook catches and holds one of the four arresting gear cables stretched across the flight deck's stern.

The plane flashes past the LSO, catches the number three wire and slams to a halt. As blue and yellow shirts run up to the plane it rolls back a bit to release tension on the wire and its tailhook is raised. It is quickly guided forward to the catapults as another T2-C begins its final approach for an arrested landing. Speed is of the essence if the deck is to be cleared and the LSO given a green light for the next plane's landing.

And so goes *Lexington's* version of the flight deck ballet. The grand old lady of Navy aircraft carriers continues to steam in the Gulf of Mexico, her home waters since 1962, doing her part to ensure naval aviation continues to produce the best pilots in the world. She is, indeed, a special aircraft carrier doing a very special job.

Lex's Color Code

For those who've never worked around an aircraft carrier flight deck, the many different colored jerseys worn by the crew might appear the work of a uniform board that couldn't make up its mind. Actually, just the opposite is true.

Each flight deck crewman wears a colored jersey that indicates his specific job on the flight deck. At a glance, seasoned flight deck crewmen can tell who is where, what they're doing and why, just by sighting the different colored jerseys.

The jerseys have long sleeves and turtle necks to protect the crewman's skin against jet blast, blowing debris, wind or possible explosion or fire.

Here's a breakdown of *Lexington's* flight deck crew by shirt color. Other aircraft carriers with embarked air wings would include people with additional jobs to do on the flight deck than those listed here, as well as other colors.

Yellow—These are the aircraft spotters on the hangar deck, flight deck and catapults. They work for the "head yellow shirt"—the Aircraft Handling Officer—who ensures aircraft and men are moved about the ship as safely and efficiently as possible.

Blue—Blue shirts might also be called the flight deck's "worker bees." They

work for the yellow shirts handling the aircraft by chocking wheels, attaching tie downs or by placing covers over jet intakes, among other duties.

Red—All members of the flight deck's crash, salvage and firefighting crew wear red shirts as they man firefighting hoses and a fire truck during all flight operations.

Green—Aboard *Lexington*, a green shirt is the mark of a member of the catapult and arresting gear crew. Members of the maintenance crew also wear this color. They are in charge of ground support equipment, catapult and arresting gear and maintenance of aircraft onboard.

Purple—These are members of the fueling crew. They are found on the flight deck or hangar deck, either defueling aircraft when necessary to balance it or refueling those in need of gas.

White Checkered—Just before an aircraft is launched off the catapult, the man in a white checkered jersey checks and double checks the plane, ensuring all is right for a safe launch.

White with a Red Cross—This is the jersey of the flight deck hospital corpsman, one of whom is on the flight deck throughout flight operations.

An A-4 Skyhawk launches into the late afternoon Gulf of Mexico sun.



Nylons VS. T-Shirts!

BY JO1 KIRBY HARRISON

The days of "spit and polish" are not gone. There are still Navy shoeshines that are not a product of synthetic leather and a can of spray gloss.

There are still Navy men and women who can take an old shoe and, with paste-wax polish, a book of matches and a soft T-shirt, produce a shine that will pass any inspection.

Navy Hospital Corpsman First Class Kathy McDanel at Pearl Harbor, with the aid of a cigarette lighter, melts the wax, applies it and then buffs with a soft cloth.

"But for fine buffing," she says with a grin, "I use a pair of old panty hose."

Petty Officer McDanel isn't the only one who uses nylons for buffing. Men use them, too, but not many go out and buy them. There is a certain embarrassment for a guy to ask for a pair of panty hose and have a clerk look him over from head to toe, and ask with a snicker, "What size do you have in mind, dearie?"

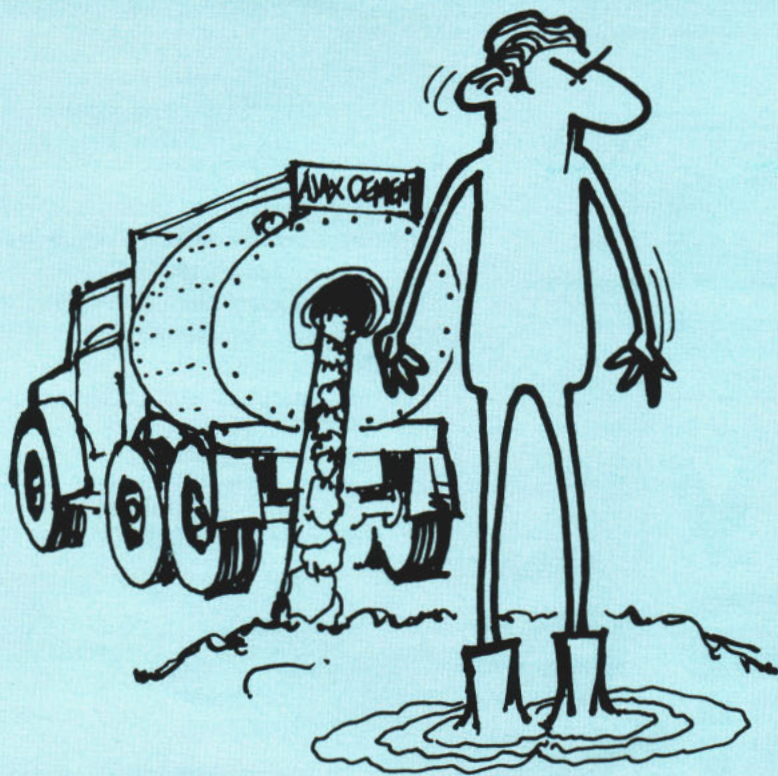
Nylons or not, most Navy men believe that when it comes to the best shine, the old, white T-shirt beats panty hose anyway. The T-shirt method requires small amounts of paste-wax polish and alternating applications of water or, more commonly, spit and a lot of elbow grease. It seems likely that this is where the term "spit and polish" originated.

If the deep, glossy shine doesn't appear, hot weather might be keeping the paste wax from hardening. According to the "experts," the best way to eliminate this problem is to use ice water. Leaving the shoes overnight in the refrigerator is another solution.

That technique may be strange, but it's not likely to bother anybody who would use spit anyhow.

There are two types of paste wax, one labeled specifically as "shoe" polish and the other as "boot" polish. Among Marines, opinion has it that "boot" po-





lish is superior because it hardens more readily under warm conditions and keeps a gloss longer.

Unlike Marine-issue boots, Navy Seabees' boots are impregnated with oil for waterproofing. Seabee Builder Constructionman Joe Lombardo points out that before putting an inspection shine on his boots, the oil must first be removed. According to Lombardo, oven spray cleaner works real well. Seabee Master Chief Petty Officer G.W. Humphries agrees that oven cleaner will do the trick, but adds that it can also remove the black dye.

According to many Seabees, there is a simple solution to the oil problem. And why not, for these men have perhaps the best reputation in the Navy for improvising. Wearing their new boots, they just wait until concrete is being poured and then stomp around in it a little while. They pretty much agree that it's the lime in the concrete mixture that leeches out the oil.

"Acrylic floor wax gives an even higher gloss," said Lombardo, "but after awhile you need steel wool to take off the layers of wax; otherwise, you've got problems with cracking."

In recent years, a popular solution to the time-consuming spit-shine has been to spray on a nice gloss. A number of manufacturers offer a spray-on shine in aerosol form.

"It tends to crack if it goes on too thick," said Construction Apprentice Bill Buckley, "and if it doesn't dry fast enough, dust and bugs get stuck to the shoes."

All that shines isn't spit and polish, however. Popular nowadays are synthetic leather shoes which come with a

high gloss, need little care, and are touted as being superior to real leather. Navy men and women who wear synthetic leather shoes just wipe them off with a damp cloth, and once a week spray on a little furniture polish and buff with a T-shirt or panty hose.

If all this information about the elusive "inspection shine" seems confusing, consider the Navy regulation on the subject, which says with typical room for broad interpretation that shoes shall be "well-shined and in good repair."

And that is an improvement to the older regulation that demanded only that shoes be "well-blackened."

Lieutenant Pat Foley, stationed with Petty Officer McDanel at Naval Logistics Command headquarters in Pearl Harbor, Hawaii, may have stumbled onto something new. She got up one morning and reached under the cabinet for the spray-on furniture polish and quickly applied a mist of insecticide to one entire shoe before she realized what she had done. Afterwards, she said the shoe actually shined up just as well as the one with furniture polish. Besides that, she said, cockroaches won't go near it. ↓





Navy Rights & Benefits

Officer Promotions

Long ago, the Navy recognized that the finest ships and best trained men were only as effective as the officers who commanded them. Consequently, the sea service has always sought the most capable men and women for the officer corps and encouraged them to advance as far as their abilities permitted.

Laws and regulations governing the promotion of naval officers are the product of more than 200 years' experience, and ensure that all officers receive impartial consideration based solely on their capabilities and experience. This article, the 12th in a series on Navy Rights and Benefits, discusses all aspects of the officer promotion system.

★ ★ ★

The Navy's officer corps is structured like a pyramid. Starting with a broad base of more than 61,000 junior officers, it rises to 261 flag officers near the pinnacle and one, the Chief of Naval Operations, at the top. Obviously, all officers can't reach the top; however, all have

equal opportunity to reach the top grades in their specialties. Demonstrated professionalism, education and experience ultimately determine how far each will advance. The needs of the Navy dictate *actual promotion opportunity* based on the "3-Ps": prescribed number, promotion flow point, and promotion percentage.

Prescribed Number

At least once a year, the Secretary of the Navy determines how many unrestricted line (URL) and limited duty officers (LDO) will be needed. The specific numbers of restricted line and staff corps officers to be promoted to flag rank are also set, as well as the number of officers in these categories to be promoted to the combined grades of lieutenant commander, commander and captain. Vacancies occur whenever the actual number of officers in a grade (or combination of grades) falls below the prescribed requirement.

Promotion Flow Point

The predetermined amount of commissioned service normally required for promotion is called the promotion flow point. Officers reach the *promotion zone* to the next higher grade in the fiscal year in which they attain the following amounts of commissioned service:

To Grade Of	Promotion Flow Point
LTJG	2 years
LT	4 years
LCDR	9 years
CDR	14-15 years
CAPT	21-22 years
RADM	25 years

Though it's possible to be selected to some grades in less time ("below the zone" selection) or in more time ("above the zone" selection), officer promotions closely follow the timetable set by promotion flow points.

Promotion Percentage

The third opportunity factor is promotion percentage. It is calculated by dividing the number of vacancies to be filled in a grade by the number of officers in the promotion zone (vacancies - eligible). For example, if 60 URL selections are authorized to fill 60 vacancies and the zone contains 100 officers, then the promotion percentage would be 60 percent ($60 \div 100 = .600$).

By law, restricted line categories are guaranteed not less than the *line fraction* promotion percentage. (This is a difficult concept to grasp, but the difference between promotion percentage and "fraction promotion percentage" is important.) For example, a zone of 12 line officers at a promotion percentage of 60 percent results in seven selections ($12 \times .60 = 7.2$ selections). A fraction of one-half or more is counted as one; a fraction of less than one-half is disregarded.

The same figures applied to the restricted line, however, would result in eight selections because the *percentage*

of those selected based on the number in zone must be equal to or greater than the line promotion percentage of 60 percent. Seven restricted line selections would give a 58.3 fraction promotion percentage ($7 \div 12 = .583$), so, eight selections are needed ($8 \div 12 = .666$) to meet legal requirements.

Medical Service, Judge Advocate General, Chaplain and Nurse Corps officers are authorized an opportunity for promotion to the grade of lieutenant commander equal to the number of officers in the promotion zone. At grades above lieutenant commander, the promotion percentages for these staff corps officers are at least equal to the line fraction promotion percentages.

In the Supply Corps and Civil Engineer Corps, the promotion percentages to all grades are equal to the line fraction.

In all of the armed forces, Medical Corps and Dental Corps officers below flag and general officer grades are provided uniform promotions under regulations prescribed by the Secretary of Defense as set forth in DOD Directive 1320.7 of July 8, 1976.

Women officers of the line, Chaplain Corps, Civil Engineer Corps and Supply Corps are authorized an opportunity for promotion to lieutenant equal to the total number of officers eligible for consideration by the selection board.

For grades above lieutenant, the line fraction promotion percentages are authorized for women officers of the

Civil Engineer Corps, Chaplain Corps and Supply Corps. Promotion percentages for women line officers is determined similarly to the promotion percentages for male line officers. Women officers of the Medical, Dental, JAG, Nurse and Medical Service Corps are subject to the same status and conditions as male officers of those corps.

1980 Promotion Plan

The promotion plan for FY 1980 for the URL is shown in the accompanying table. (By law, the Navy is allowed a set number of URL officers in each grade. URL selections control, to a large extent, selections in all other categories.

The accompanying table shows how the 3-Ps are brought together to determine actual promotion opportunity. Ensigns are not subject to selection to LTJG as such, but automatically become eligible after 24 months commissioned service, pending Congressional approval. Specific promotion numbers are not shown for the grades of lieutenant and below because changes in total strength during the fiscal year would affect that need. This flexibility must be available to permit response to budget cuts or increases, ships being decommissioned or commissioned, and all other events which may affect the Navy's need for officers.

Determining the Promotion Plan

Vacancies are estimated annually for each officer year group based on attri-

tion data. Officials use that information to make five-year projections for the grades of lieutenant commander, commander and captain in the URL. Vacancy estimates aren't required for the grades of lieutenant (junior grade) or lieutenant.

The promotion plan for each grade is based on the grade's five-year projection of vacancies. Projections take into account the following data:

- Navy's total officer requirements
- Navy's officer requirement in each grade and specialty
- Size of previous non-selected community
- Effect of the unequal size of succeeding year groups
- Total effect of the 3-Ps in providing equal opportunity for advancement

Every promotion plan contains the following elements: identification of the grade and category of officer; estimated vacancies; planned number of selectees; promotion percentage; number of officers in the zone; total number of officers eligible for promotion; the senior and junior officers eligible for promotion in the zone; and the junior officer eligible below the zone.

The exact number of officers in the selection zone for any grade is determined by applying the promotion percentage to the number of selections authorized by SecNav. For example, if 60 selections are authorized (because there are 60 vacancies in a grade) and the promotion percentage is 60 percent, the zone will contain 100 officers (promotion percentage X size of zone =

FY 1980 Promotion Plan for URL

TO GRADE	PROMOTION FLOW POINT	PROMOTION PERCENTAGE	PRESCRIBED NUMBER (FY 1980)
ENS	—	—	Adjusted periodically to meet authorized end strength
LTJG	2 years	All considered qualified	
LT	4 years	95 percent	
LCDR	9 years	90 percent	6,365
CDR	14-15 years	80 percent	3,880
CAPT	21-22 years	60 percent	1,860

Navy Rights & Benefits

vacancies to be filled or .60X □ 60 and solve for "X").

Once it has been determined that the zone size is 100, the junior officer in the zone is determined. In this case, the junior officer is found by counting down 99 names of URL officers below the senior eligible officer who has not previously failed-of-selection to the grade in question. The 100th name is that of the last officer in the zone.

Selection boards are tasked with recommending for promotion those eligible officers who, in the board's opinion, have the most potential for future naval service in the next higher grade. The board's primary field of search is the promotion zone. However, every officer who is eligible before the board is a potential candidate. The board is not restricted in making its selections from officers who are above the zone, but no more than a prescribed percentage of the total selections may be made from below the zone.

The status of having failed-of-selection for promotion previously doesn't prejudice an officer with respect to qualifications, fitness for naval service or eligibility for selection in the future. The Navy realizes that not all officers can be selected when a particular year group is under consideration because there are fewer vacancies to fill than there are eligible, capable officers. (Consideration for selection, however, doesn't extend to retired officers on active duty since they are, by law, ineligible for consideration.)

Although a selection board *may* select officers above or below the zone, whenever this is done, the in-zone opportunity is reduced by the number of officers selected out of the zone.

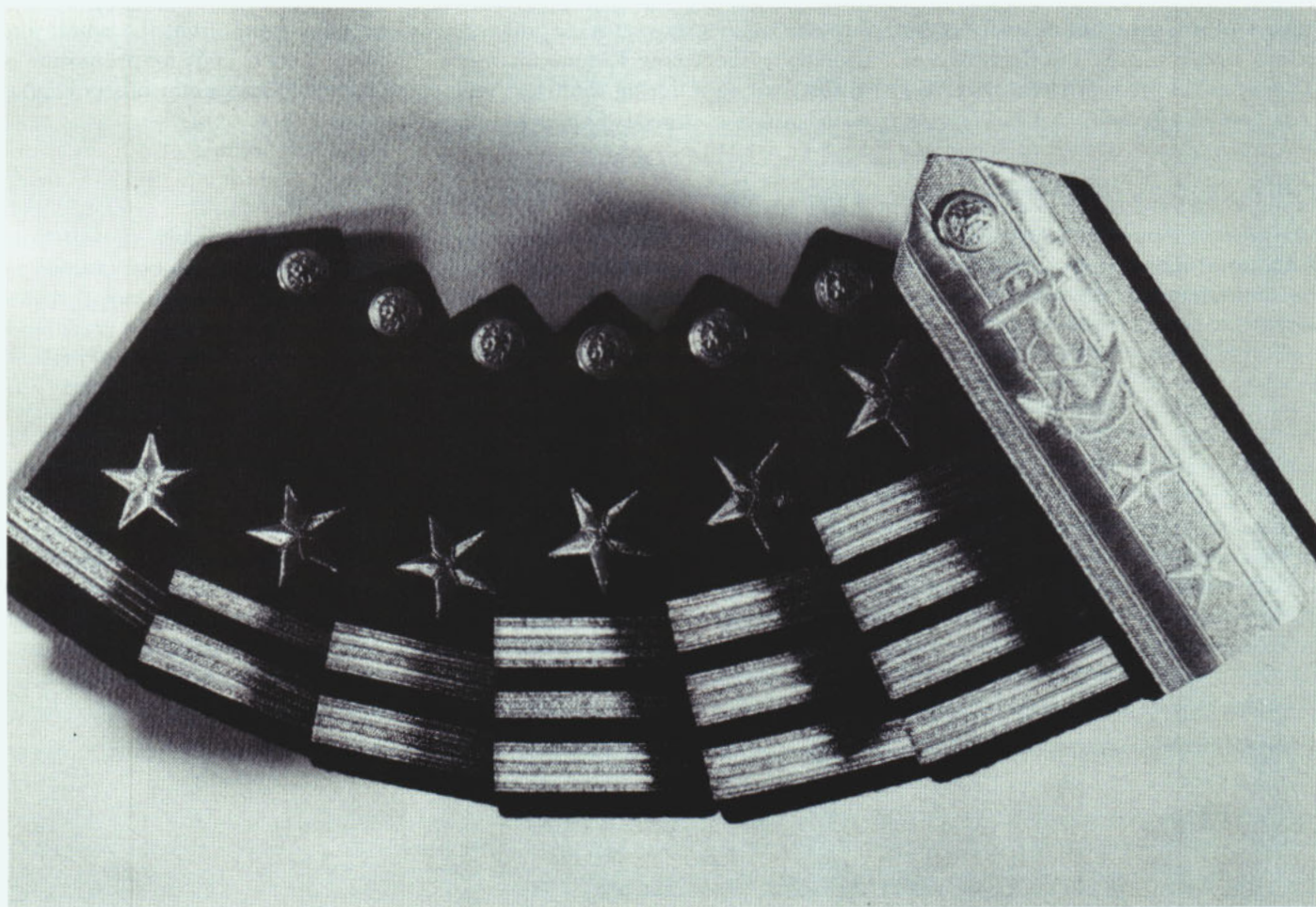
Temporary and Permanent Promotions

All regular Navy and Naval Reserve promotions above the grade of lieuten-

ant (junior grade) are temporary appointments (with the exception of appointments given to certain women officers). Temporary promotions are made from officers on promotion lists (meaning, officers who have been selected by a board and put on a list in order of seniority) as vacancies in the temporary grade structure of the line occur. Ensigns are promoted to lieutenant (junior grade) with Congressional approval, when they attain two years' commissioned service.

Staff corps officers on promotion lists are promoted when vacancies occur for their *running mates*. Each staff corps officer is assigned a running mate—the next senior URL officer on the lineal (seniority in the Navy) list. Each time a staff corps officer's running mate is in the zone, the staff corps officer is also in the zone. When on a promotion list, he is promoted when his running mate is promoted.

Promotions of women officers of the



line, Supply Corps, Civil Engineer Corps and Chaplain Corps are affected by issuance of permanent appointments to officers on promotion lists.

Other permanent appointments are tendered on the basis of seniority, without additional selection by a board, as vacancies occur in the permanent grade structure of the Navy.

A permanent appointment may *not* be revoked, suspended or canceled except by formal legal proceedings. A temporary appointment may be terminated by the President of the United States; the individual is then reverted to his permanent grade or rate. Such terminations normally occur only in the event of drastic reductions in the size of the Navy. An officer doesn't normally serve under a temporary appointment in a grade more than one grade higher than his permanent rank.

Limited Duty Officer Promotion

Promotion opportunity for LDOs to the grades of lieutenant (junior grade), lieutenant, lieutenant commander and commander closely approximate that of the URL officer. Promotion flow points and promotion percentages during FY 1980 are shown in Table 1..

Warrant Officer Promotion Policies

Promotion flow points to permanent warrant officer grades are established by Title 10, U.S. Code, section 559. However, Title 10 U.S. Code, section 5787c, provides for temporary promotion of warrant officers under SecNav regulations outlined in the BuPers Manual, Article 2220200, and illus-

trated at bottom of page in Table 2.

An enlisted man selected for warrant officer is issued a permanent appointment to W-2. Temporary appointments to grades W-3 and W-4 are based on recommendations by a selection board. Selection opportunity to grades W-3 and W-4 is, by law, not less than 80 percent for permanent promotion and, by SecNav policy, not less than 80 percent for temporary promotions.

In FY 1980, warrant officers are being accorded 95 percent promotion opportunity to temporary W-3 and W-4, and 100 percent promotion opportunity to permanent W-3 and W-4. In grades above W-2, warrant officers are selected for temporary promotion to a higher grade and then, at some later date, selected for permanent appointment to that higher grade.

For FY 1980, a one-year-early, five-percent-below-the-zone selection opportunity has been established for temporary promotions of warrant officers to the grades of W-3 and W-4.

How the Selection Board Works

Each year, SecNav convenes selection boards to recommend active duty officers and reserve officers not on active duty for promotion.

Each selection board member takes an oath to perform the duties imposed by law without prejudice or partiality and having in view both the special fitness of officers and the efficiency of the naval service. No officer may be a member of two consecutive selection boards considering officers of the same grade and category for promotion.

No rules are prescribed by law about the detailed procedures to be followed by a board when it is deliberating, but

deliberations may not be revealed unless specifically authorized by the Secretary of the Navy. Therefore, a person who was not a member of a particular board could not give valid reasons as to why an individual was or wasn't selected.

Active duty selection board membership varies according to the grade and designator of officers under consideration for promotion. A brief summary of the usual selection board composition follows.

TO GRADE OF	NUMBER AND GRADE OF MEMBERS
Line:	
RADM/CAPT	Not less than nine flag rank officers (usually 12)
CDR	Three RADMs and six CAPTs
LCDR/LT	One RADM and eight CAPTs
Staff:	
RADM	Three to nine flag rank officers
CAPT/CDR/LCDR/LT	One RADM and six CAPTs to one RADM and nine CAPTs
Women:	Women officer selection board membership consists of six to nine officers serving in grades prescribed by SecNav.

If reserve officers on active duty are being considered, the board membership includes an appropriate number of reserve officers. Alternate members

Table 1. LDO Promotion Flow Points

TO GRADE	PROMOTION FLOW POINT	PROMOTION PERCENTAGE
LTJG	2 years	all considered qualified
LT	4 years	95 percent
LCDR	9 years	90 percent
CDR	15 years	80 percent

Table 2. Warrant Promotion Flow Points

GRADE	TEMPORARY TIME IN GRADE	PERMANENT TIME IN GRADE
W-2 to W-3	4 years	6 years
W-3 to W-4	4 years	6 years
There no longer is a grade of W-1.		

Navy Rights & Benefits

from appropriate groups of officers restricted in the performance of duty are included on the line board to act when considering officers of these respective categories.

Selection boards appointed to consider reserve officers not on active duty, reserve officers on temporary active duty, and TAR officers are composed of five or more members, all senior to the officers considered, and at least half of the members are always reserve officers.

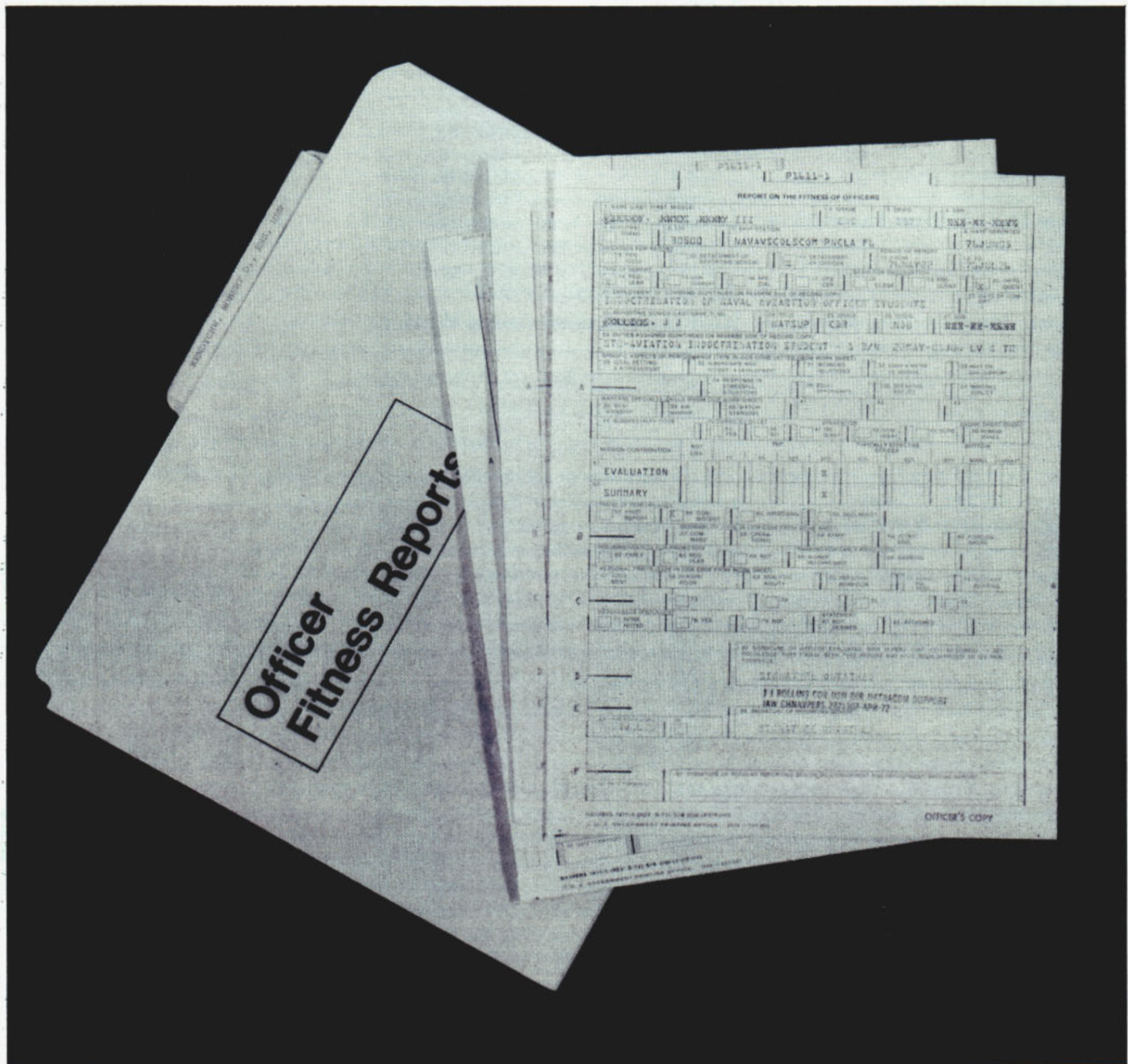
The recommendations of selection

boards convened to select captains for promotion to rear admiral grades are submitted to the president for approval. Recommendations of all other boards are submitted to SecNav who, acting on behalf of the president, takes appropriate action.

Every officer being considered for promotion has the right to send a letter to the board calling attention to any matter of record *concerning himself* which he thinks is important to the deliberations. The communication,

however, cannot criticize any officer or reflect upon the character, conduct or motive of any officer.

After a board has completed its tentative selections for promotion, it constitutes itself as a naval examining board to recommend for promotion those selectees who, in the opinion of the board, are professionally qualified to perform all duties of the next higher grade no matter the capacity in which they may be asked to serve.



Physical Fitness

Before an officer may be promoted, he must be able to pass any physical examination which SecNav may prescribe for the grade. The Secretary has prescribed that an officer will be considered to be physically qualified if he/she is *not* in one of the following statuses at time of appointment:

- Hospitalized
- On sick leave
- Awaiting appearance before a physical evaluation board
- Awaiting final action on the recommended findings of a physical evaluation board, board of medical survey, or a medical board.

Officers who are adjudged able to assume the duties and responsibilities of the next higher grade by the Chief of the Bureau of Medicine and Surgery, even though they do not meet normal physical qualifications because of wounds sustained in the line of duty, *will be* promoted. Officers who have been physically qualified for temporary appointment to a grade shall not be physically examined again for permanent appointment to that grade.

Appointment

Officers recommended for promotion by a selection board are placed on a promotion list in the order of seniority in present grade. They remain on that list until removed by actual appointment to the next higher grade, retirement or other presidential action.

Before an appointment to a grade above lieutenant (junior grade) can be issued to officers on a promotion list, the following qualifications must be established: the officer must meet all professional qualifications established by a naval examining board; and all physical qualifications as outlined above.

Before an appointment may be made, each officer must be nominated to the Senate by the president for confirmation. (When the Senate is not in session, ad interim appointments may be made until Senate confirmation can be obtained.) Appointment of reserve

officers to grades of lieutenant commander, lieutenant and lieutenant (junior grade) do not require Senate confirmation.

All promotions are dependent upon the existence of a vacancy in the next higher grade in the case of URL and LDO offices. A restricted line officer is eligible for promotion to any grade below rear admiral when there is a vacancy for the URL officer next junior to him. Dates of these vacancies establish date-of-rank and effective date for pay purposes. All promotions are consummated when the appointment is signed by SecNav and accepted by the officers being promoted.

Procedures are slightly different when appointing ensigns to the grade of lieutenant (junior grade). These appointments are made under authority established monthly by SecNav notices, and are subject to the individuals remaining physically, mentally and professionally qualified. The appointments are delivered to the officers upon completion of two years' commissioned service and require their written acceptance to become effective. If an appointment to lieutenant (junior grade) is not delivered and accepted by the date an individual is initially eligible for promotion, he loses both pay and seniority.

Separation of Officers Not Selected

Permanently appointed regular Navy lieutenants and lieutenants (junior grade) who twice fail-of-selection for promotion to the next higher grade are required by law to be honorably discharged with lump-sum severance pay not later than June 30 of the fiscal year in which the second failure occurs.

Should a selection board report that the record of a permanently commissioned officer in the regular Navy, with less than 20 years' total commissioned service, indicates that performance has not been satisfactory in the present grade and that he would not perform satisfactorily in a higher grade, that officer must be honorably discharged with severance pay. The discharge must

be effected no later than June 30 of the fiscal year in which the report is made.

Regular Navy lieutenant commanders, commanders and captains who twice fail-of-selection to the next higher grade may continue to serve and remain eligible for promotion. However, upon completion of 20 (LCDR), 26 (CDR) and 30 (CAPT) years' total commissioned service, they are involuntarily retired if not on a promotion list.

Rules governing Naval Reserve officers who are considered as having failed-of-selection twice to the same grade are similar to the provisions for regular Navy officers.

Officers appointed for temporary service, whose permanent status is warrant officer or enlisted, if twice failed-of-selection for temporary appointment to the next higher grade, are given the option of retirement in the present grade (if in all respects eligible therefor) or of reverting to their permanent status. (This procedure may be waived if it is detrimental to the needs of the service.)

Those temporary officers of the regular Navy within two years of retirement eligibility may be retained on active duty until they are retirement eligible with approval of the Chief of Naval Personnel.

Naval Reserve officers serving on active duty who have twice failed-of-selection to the same grade, and who are within two years of retirement eligibility, will usually be continued on active duty until retirement eligible. Naval Reserve officers below the rank of lieutenant commander serving on active duty, who have twice failed-of-selection to the same grade and are not within two years of retirement, will be released from active duty.

All honorably discharged officers who received severance pay remain eligible for an appointment in the Naval Reserve so that they may continue serving in an inactive status and earn satisfactory years of service for retirement.

★ ★ ★

Occupational Specialties

If you compile a list of every kind of leadership position in the civilian world—executive, managerial, professional, scientific and technical—you will find that there is a comparable occupation in the Navy officer corps.

Officer occupations are divided into *unrestricted line*, *restricted line*, and *staff corps* designations. Unrestricted line officers are trained to command the Navy's operating forces—ships, submarines, aircraft squadrons, operational staffs and fleets. Restricted line officers perform specialized duties in technical fields such as ship engineering, cryptol-

ogy, public affairs, meteorology, and oceanography. Staff corps officers also have specialized duties; they serve in such areas as Supply, Civil Engineer, Judge Advocate General, Medical, Dental and Chaplain Corps.

What follows is a general listing of the occupational specialties available in today's Navy and a very brief description of each.

Unrestricted Line Officer

The primary goal of the unrestricted line officer is to be able to qualify for

command at sea. The officer's entire training, education and experience lead toward the single purpose of assuming command responsibility. A junior officer soon advances to intermediate command duties as a career pattern develops. Major command assignments come after years of training and experience only to those officers with outstanding abilities.

- **Surface Warfare Officer**—The successful completion of Surface Warfare Officer School plus shipboard experience will eventually allow a young officer to earn a Surface Warfare designator. These officers aspire for command at sea and every assignment they accept is another step toward that goal.

- **Naval Aviation Officers**—Navy pilots and Naval Flight Officers have



the opportunity to attain command of air wings and squadrons, whether land-based or carrier-based. They may also command naval air stations and, if they meet the criteria for sea qualifications, be assigned as the commanding officer of an aircraft carrier.

- **Submarine Warfare Officer**-The Submarine Warfare Officer's goal is to attain command at sea of a submarine. Preparation will have included 50 weeks of nuclear power training and 12 weeks of submarine specialization before assignment to the nuclear submarine fleet.

Specialty Groups

The specialty groups discussed here are by no means complete—it would

take volumes to fully describe every officer occupation—but they do include a representative sampling of the wide range of professional skills employed in today's Navy.

- **Engineering Duty**-A ship's engineering specialist is called the Engineering Duty Officer (ED). While the ED specializes in the entire field of ship engineering, an officer may also follow a particular field of engineering during all or parts of a Navy career.

- **Special Duty Officer, Cryptology**-The field of cryptology combines two opposite skills—cryptography and cryptanalysis. Cryptography is the art of disguising communications to protect them; cryptanalysis is the art of deciphering the coded communications of others. Because of the highly technical nature of this type of work, scientific and technical backgrounds such as electrical engineering, math, physics and computer science are required to enter this field.

- **Special Duty Officer, Geophysics**-Officers in this field solve meteorological, oceanographic and hydrographic problems, and generally serve on oceanographic or hydrographic survey ships or at naval facilities on shore.

- **Special Duty Officer, Intelligence**-Typical functions of this type of officer include: maintaining plots of enemy forces, briefing pilots and senior officers on the current enemy situation, debriefing pilots after missions, and compiling intelligence information gathered by shipboard intelligence processing facilities, reconnaissance plans and other sources.

- **Aeronautical Engineering Duty Officer**-These officers are specialists in the field of naval aviation maintenance management. They oversee budgeting and solve complex problems at naval facilities ashore or aboard carriers. Additionally, they must have encyclopedic knowledge of aeronautical equipment and parts.

- **Nuclear Power Instructor and Nuclear Engineer**-They are concerned with the safe development and use of nuclear energy and work as engineers in the Navy's Nuclear Power programs.

- **Special Duty Officer, Public**

Affairs-This is a small, but select, group of communications professionals who handle internal and external informational needs.

- **Supply Corps**-These are the officers who feed, clothe, house and otherwise tend to the material needs of the service. They require specialized education in such management areas as systems inventory, finance, food service, computer systems and general supply.

- **Civil Engineer Corps**-This corps maintains, and often builds, the homes, schools, streets, parks, hospitals, scientific centers, airports, docks, canals and radio stations at naval shore establishments. They comprise a relatively small group of officers, all of whom are engineers or architects.

- **Judge Advocate General's Corps**-These are the Navy's lawyers. They handle such matters as the investigation of admiralty law cases, the drafting and negotiation of international agreements, the litigation or settlement of large court claims, and the prosecution and defense of certain criminal cases.

- **Chaplain Corps**-These officers are all qualified ministers, priests and rabbis who minister to the spiritual needs of Navy people.

- **Medical Corps (Physicians)**-Navy doctors enjoy the opportunity to practice their profession in an atmosphere where decisions can be based on medical considerations without regard to patients' ability to pay. They may specialize, go into general practice, or work on research projects.

- **Nurse Corps**-Male and female nurses in this corps have the opportunity to engage in the full range of general nursing including operating room management, anesthesia and teaching.

- **Dental Corps**-These are the Navy's dentists and, as such, they provide the very best in dental care to Navy people.

- **Medical Service Corps**-Officers in the Medical Service Corps work closely with the Navy's physicians, dentists and nurses as specialists in such varied fields as: audiology, bacteriology, biophysics, microbiology, entomology, environmental health, industrial hygiene, chemistry and radiophysics. ↓



Mail Buoy

For Safety's Sake

SIR: I was concerned with the picture on page 6 of your March 1979 issue: "Deep-Sea Diving." After being an assistant maintenance officer for the past 12 months, I became and continue to be extremely safety conscious. I think it might be appropriate for this particular diver to remove his wedding band—I've seen the hazardous effects of wearing one on the job.—LCDR Louise M. Rutherford.

• *It's not a good idea to wear rings on a diving operation or in any other work situation involving moving or rotating machinery. The photograph in the article also showed the diver working without gloves which we, at first, thought to be a safety violation. However, after checking with the Naval Safety Center, we found that the wearing of rings and the use of gloves during a working dive is governed by the diving officer and master diver or diving supervisor. As a general policy, these people determine whether the task at hand requires either the dexterity that only the bare hand can afford or the protection of gloves. Safety is their responsibility and the procedure that provides the maximum safety for the diver is selected.*—ED.

Pleasant Reading

SIR: Would it be possible to find a listing of books written by RADM Daniel V. Gallery? Admiral Gallery passed away recently, but I'm sure anyone who has read his works such as "Cap'n and Fatso" or "The

Brink" will agree his writing is a pleasure in that it captures the spirit of the "Old Navy."—PR2 M.W. Di Domenico.

• *If you check the book and author catalogs at any public (or Navy) library—all titles—whether or not they're carried by that particular library, will be listed under Gallery's name.*—ED.

Proficiency Pay

SIR: In the May 1979 issue of *All Hands*, Proficiency Pay (page 39) is awarded to shortage specialty and special duty assignment personnel. The shortage specialty category is based on Navy Enlisted Classification skills. The magazine states, "Those people in designated critical skills who are serving in their specialty may draw monthly specialty pay awards of \$50 to \$150." On page 17, the paragraph introducing career incentives, I feel, is designating critical skills by stating: "Present manning shortages in the BT/MM career fields...." Do you know if I should be paid this special pay?—BTFA Frederick A. Homann

• *If you check with your ship's office or personnel officer, we're sure they can provide you with a copy of BUPERSINST 7220.26B which details the qualifications required to receive the pay.*

The instruction basically states that only nuclear trained petty officers and certain divers are eligible for Shortage (Proficiency) Specialty Pay. Since you don't fall into this category, you are not entitled to the pay.

The instruction also provides criteria for payment of Special Duty Assignments (Pro-

ficiency) Pay. It states that only personnel who are serving outside their rating skill area in certain specified assignments may be paid Special Duty Assignment (Proficiency) Pay. At present, these assignments include only recruit canvasser; recruit classifier; recruit company commander; survival, evasion, resistance, and escape instructors; rating control petty officers; and personnel assigned to the wintering-over party of the Naval Support Force, Antarctica—ED.

OSCM, Not OSMC

SIR: The photo cutline on page 24 in your July issue contains a misprint. OSCM should be in the place of OSMC. The article concerning the functions of OSCM is very interesting and informative.—SK2 J. R. DeJarnett.

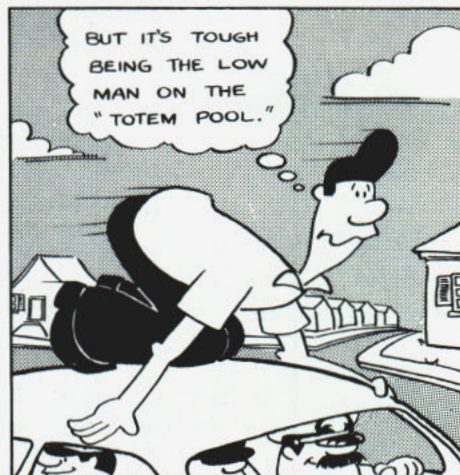
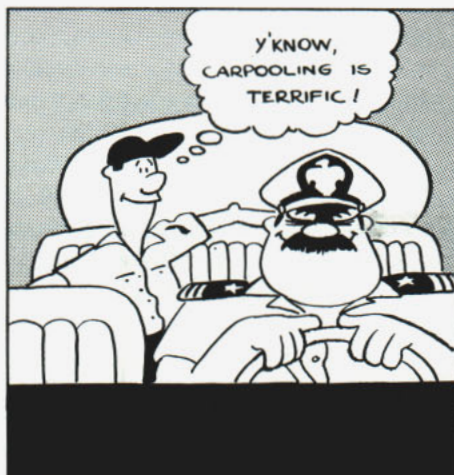
• *It's the little things that get misplaced. Thanks for pointing this out to us.*—ED.

Reunions

• **LST 335**—Planning a reunion for former ship crew members. Contact LeRoy A. Swan, 1025 S. 4th St., Aurora, Ill. 60505.

• **USS Pittsburgh (CA 72)**—Planning a reunion in Pittsburgh, Pa. Contact J.C. Ayers, P.O. Box 74, Wildwood, Ga. 30757.

• **USS Arizona (BB 39)**—Reunion Dec. 7-9, 1979, Tucson, Ariz. Contact Bill Nolte, USS Arizona Reunion Association, Hicksville, Ohio 43526.



Stern Shots



Listed below are nine explorers of Antarctica who tackled the great continent primarily by ship, plane or on foot. Try to match the class—sea, air or land—with each of the nine men listed. For example, Britain's Captain James Cook was the first to sight the Antarctic from the sea.

A-Land

1. Roald Amundsen
2. Richard Byrd
3. Vivian Fuchs

B-Sea

4. Charles Wilkes
5. Nathaniel Palmer
6. Hubert Wilkins

C-Air

7. Robert Scott
8. Ernest Shackleton
9. Finn Ronne

Answers: 1-A; 2-C; 3-A; 4-B; 5-B; 6-C; 7-A; 8-A; 9-A

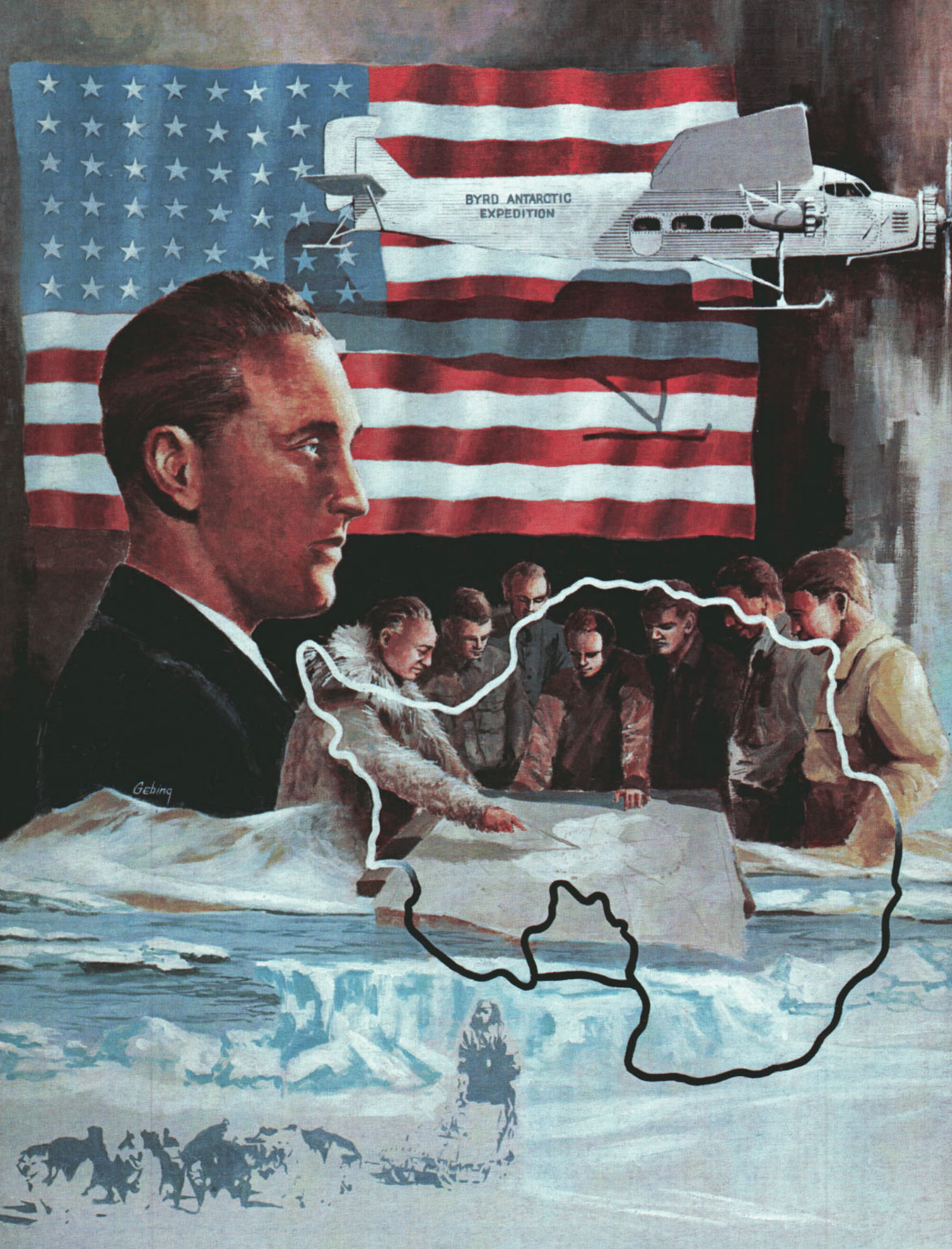
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